

WESTERN UNION

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GENERAL PRESIDENT INTERNATIONAL BROTHERHOOD OF TEAMSTERS 25 LOUISIANA AVE SOUTHWEST WASHDC= THIS IS TO PUT TEAMSTERS JOINT COUNCIL RECORD INSISTING THAT THE INTERNATIONAL CONVENTION BE HELD AT THE EARLIEST POSSIBLE DATE IN COMPLIANCE WITH THE INTERNATIONAL CH. THE FEELING OF THE AFFILIATED LOCAL UNIONS OF JOINT COUNCIL NUMBER 41 ASSOCIATED WITH THE TEAMSTERS GOVERN AND OPERATE THE INTERNATIONAL BROTH. TEAMSTERS JOIN COUNCIL #41 WILLIAM PRESSER PRESIDENT CHARLES CIMINO SECRETARY TREASURER DEDICATED TO SERVICE

WESTERN UNION

TELEGRAM

W.P. MARSHALL, PRESIDENT

BA238

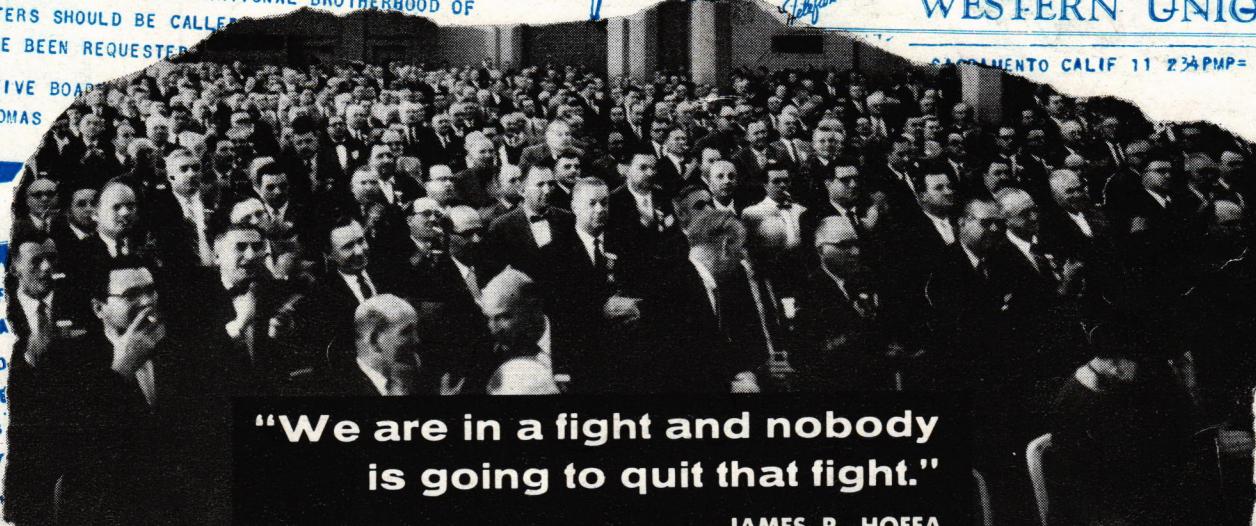
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JAMES R HOFFA= GENERAL PRESIDENT
INTERNATIONAL BROTHERHOOD OF TEAMSTERS
25 LOUISIANA AVE NW WASHDC=

PLEASE BE ADVISED AT A RECENT MEETING OF JOINT COUNCIL 10 BOSTON MASS IT WAS VOTED BY THE DELEGATES REPRESENTING 35 AFFILIATED LOCAL UNIONS THAT A CONVENTION OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS SHOULD BE CALLED.

I HAVE BEEN REQUESTED

EXECUTIVE BOARD

THOMAS



**"We are in a fight and nobody
is going to quit that fight."**

—JAMES R. HOFFA
to the Eastern Conference
of Teamsters Oct. 20, 1958

K OCB25 PD=OKLAHOMA CITY OKLA
JAMES R. HOFFA= GENERAL PRES
INTL BROTHERHOOD OF TEAMSTERS 25 LOUISIANA AVE
NORTHWEST WASHDC=

TEAMSTERS LOCAL UNION #886 MEMBERS ARE IN COMPLETE
ACCORD WITH AND IN SUPPORT OF GENERAL PRESIDENT HOFFA
AND THE PRESENT GENERAL EXECUTIVE BOARD MEMBERS AND IT
OUR DESIRE THAT ANOTHER INTERNATIONAL CONVENTION BE
HELD AT THE EARLIEST POSSIBLE DATE=

FAX

Teamsters Joint Council 82

Fargo, North Dakota

Mr. James R. Hoffa, General President
International Brotherhood of Teamsters
25 Louisiana Avenue N.W.
Washington 1, D.C.

Dear Sir and Brother:

We urge that a convention be called for the purpose of holding an election in order that the Teamster Union and Local Unions can handle their own affairs without outside help or interference. We would like to have such a convention be held at the earliest possible date, and would also like to suggest that it be held in a centrally located area.

Fraternally yours,
KENNETH SPRY, Secy.

WESTERN UNION

R CA106 LONG PD=CHICAGO ILL 12 1008AMC= JAMES R HOFFA, GENL PRES CARE INTERNATL BROTHERHOOD OF TEAMSTER CHAUFFEURS WAREHOUSEMEN AND HELPERS OF AMERICA= 25 LOUISIANA AVE NORTHWEST WASHDC= JOINT COUNCIL #25 OF CHICAGO ILLINOIS REPRESENTING 44 LOCAL UNIONS AFFILIATED WITH THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS URGENTLY REQUESTS THAT YOU TAKE IMMEDIATE STEPS TO CALL A CONVENTION AT THE EARLIEST POSSIBLE DATE IT IS OF

WESTERN UNION

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SYMBOLS
DL=Day Letter
NL=Night Letter
IL=International Letter Telegram
IME=at point of destination

WESTERN UNION

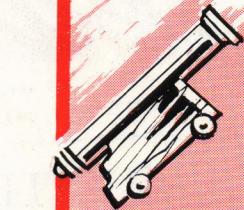
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INTERNATIONAL BROTHERHOOD OF TEAMSTERS 25 LOUISIANA AVE NORTHWEST WASHDC=

JOINT COUNCIL NUMBER 45 DES MOINES IOWA AT THEIR REGULAR MEETING HELD TUESDAY SEPTEMBER 15 1958 ACTED UNANIMOUSLY BY MOTION TO REQUEST INTERNATIONAL CONVENTION BE CONVENED AT THE EARLIEST POSSIBLE DATE=

SPECIAL CONVENTION—CHICAGO, MARCH 16-18, 1959

Teamsters Salute... RHODE ISLAND



RHODE ISLAND, smallest of all states, is big in its heritage of religious and intellectual freedom. Founded in 1636 by Roger Williams, exiled from Massachusetts Bay colony for religious dissent, it denounced allegiance to Britain's king even before the U. S. Declaration of Independence. "Little Rhody" contains the first Baptist Church and the oldest synagogue in all America. Rhode Island tried prohibition during the 19th century, repealed it in 1889 and never ratified the 18th amendment!

Providence is the capital of the 1,214-square-mile state measuring only 48 miles long by 37 wide. With its 791,868 people (1950) it ranked 36th in population but first in density (over 748 people per square mile). In the summertime this huge figure is swollen as summer visitors pour into "America's First Vacationland." Newport, on the state's 400-mile attractive coastline, was favored as a summer resort as early as 1729. Narragansett Bay and the Gulf of Mexico combine to give a much milder winter climate during the winter months than other New England states.

Manufacturing is the state's big endeavor with 43 per cent of the working force so engaged. Largest industry is textiles, followed by jewelry, silversmithing and engine parts. Agriculture is important; it was here the famed Rhode Island Red chicken was developed.

This was the last colony to ratify the Constitution and is thus the 13th of the original 13 states. The individualistic principles of Rhode Islanders have traditionally been outstanding.

The beaches are famous, as is the tuna and other deep sea fishing offshore. The little state boasts 21,000 acres of state parks and breath-taking embankments of rhododendron, azalea and laurel greet the visitor. Horse racing has made Narragansett Park and Lincoln downs famous.

A big salute by THE INTERNATIONAL TEAMSTER to this "big littlest state of them all!"



Message from the General President

New Days of Hate

In recent weeks, America has seen a new outcropping of the ugly cancer of our society—class hatred. The bombing of a Jewish synagogue in Atlanta and the dynamiting of an integrated school in Clinton, Tenn., were the actions of demented individuals. Yet this type of thing has haunted our country since the day the Bill of Rights proclaimed that all men were created equal.

Equality has not come easily to America. The principle has made our country great. But the greed and the jealousy of the "have's" has always dictated a hard and strenuous road for the "have-not's." Through the centuries, those holding numerical or financial position have abused their privilege.

The Jew, the Catholic, the Negro, have experienced the fruits of hatred and class distinction in this country. So have others—Mexican, Irish, Italian, Slav, Greek or Chinese. So have the workingmen and women who toiled from dawn to sunset in years past to eke out a meager existence.

It was this suppression of others that led to the birth of the American labor movement. Through its history, the labor movement has fought bitterly to secure human dignity and equality for the "have-not's."

Great progress has been made. Sadly, however, the battle is not yet won.

Minorities Under Attack

Once again, the labor movement is under heavy attack. Once again, the era of the Ku Klux Klan has emerged to intimidate and frighten the Jew, the Catholic and the Negro. Once again, those who "have" money, position or social standing are fighting desperately to limit the aspirations of the "have-not's."

The attacks upon the labor movement in general, and the Teamsters Union in particular, are of a kind with the attacks upon other minorities. No man who attacks a minority ever gives his real reason. No man who attacks the Teamsters will say that his jealousy and fear of the ever-increasing standard of living of our members is his real reason. Instead, he shouts "corruption." Yet, if "corruption" were his real concern, he would have ample ground for crusading among his own kind. No, his real interest is to destroy this country's strongest union—and the other unions will suffer with it.

No man who attacks the Negro says that his jealousy of the improving social status of that race is his real reason. Instead, he shouts slogans like "separate but equal." Yet no equality exists if there are barriers beyond which some men may go and others may not.

No man who attacks the Jew or the Catholic says that his basic distrust of those who differ with him is his real reason. Instead, he questions their national loyalty or hints at sinister conspiracies. Yet freedom means nothing in this country unless all men are free to live according to their beliefs and traditions.



Those who bombed the Jewish synagogue and the integrated school are pitiable because they showed to the world the narrowness of their minds and the selfishness of their hearts. Those who would destroy the labor movement are equally pitiable, for greed has become their master.

The fight of the labor movement for a rightful share of prosperity and happiness is good for this country, and those who would try to bring us to our knees are guilty of a grave disservice to the tradition of America. The fight of the Catholic, the Jew, the Negro, or any nationality for equal status in our society is good for this country, and bias or prejudice is ruinous.

It is tragic that a committee of the Senate of this country should lend its proud status to the fight to destroy labor unions. Very shortly, you will see the McClellan Committee resume its two-year old fight to put the Teamsters Union out of business. The noble traditions of Congress will continue to be abused as Senator McClellan of Arkansas, and his millionaire counsel, Robert Kennedy, bend to their anti-labor bias and lend fuel to the raging fire of class hatred. What kind of example is this to those with hatreds or fears of other kinds of minorities?

If Senator McClellan, in his hypocritical speeches on behalf of "labor's rank-and-file," were really so interested in the "have-not's," he long ago would have used his respected position as Senator to dispel the class hatred that is a blot upon his home state of Arkansas.

The minorities of America—racial, religious, and economic—must continue to fight their own fight. The labor movement has a proud tradition in this fight, and the other minorities of America look to the labor movement to aid in their deliverance. We cannot fail them.

We shall continue our fight for human dignity and economic security for all our people. America is not the exclusive domain of the wealthy or the privileged. It belongs to all of us.

A handwritten signature in dark ink, appearing to read "J.R. Heffner". The signature is fluid and cursive, with distinct loops and strokes.

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Next Step: National Uniformity

IBT Wins Top National Minimum Wage

DRIVERS in the U. S. Freight industry have won the highest nation-wide minimum wage in U. S. history as a result of Teamster negotiations in the past nine months.

Despite continuing efforts by outsiders to disrupt the union's operations, the IBT since Feb. 1 has settled all major road and cartage contracts, winning for the first time in history a national minimum wage in freight hauling of \$2.47½ per hour, covering all states.

President James R. Hoffa, announcing this achievement, also pointed out that, for the first time, all over-the-road and local cartage contracts will expire within 90 days of each other, beginning with the Central Conference contracts on Feb. 1, 1961.

The General President declared that, beginning with the 1961 negotiations, the Teamsters Union would be in its best position in history to press for national uniformity for over-the-road and local cartage drivers.

Coordination between the conferences in their bargaining approach would make this possible, he said. Conference committees would con-

tinue to negotiate their own agreements, he emphasized, and national bargaining as such would be undesirable.

He also said the three-year contracts now in effect would free union leaders to work toward uniformity in other IBT jurisdictions, strengthen local union bargaining positions, and intensify organizing efforts.

"No union in history has ever achieved a national minimum wage as high as \$2.47½ per hour covering an entire industry operating in every section of the country," Hoffa asserted.

"We have made substantial gains and we have achieved expiration dates within 90 days of each other to enable us to bargain effectively at the conference level when these contracts expire.

"It is to the credit of our negotiating committees and officers of our unions at the various levels that we have made these significant advances under the most trying circumstances."

The IBT president said that "what we have achieved in the freight industry sets a pattern for what we can achieve in the other trade divisions within our International Union."

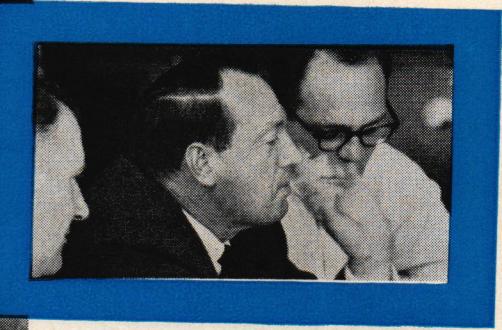
'No National Strike in Trucking'

Use of piggybacking and containerships means "there will never be a national strike in trucking," President James R. Hoffa said recently.

"The way to win gains for our members is to strike one section of the industry if that becomes necessary, and let other sections operate in competition for their business," Hoffa declared. "That's the only way to win a strike because then the employer has to settle fast. Talk of a national transportation tie-up is therefore nonsense."

He said that piggybacking and other new developments in transportation "brought to an end forever the possibility of a national strike, because such a strike would be suicide for us, and a national employer lockout would be suicide for the trucking industry."

Negotiations

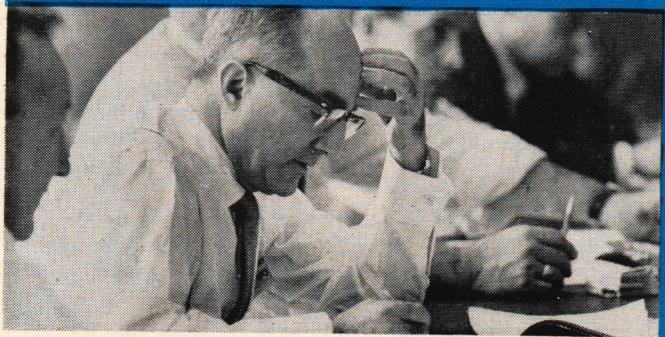


Eastern Car Hauler Agreement Sought

NEGOTIATIONS with car haulers serving the Eastern seaboard of the United States were resumed at International headquarters last month in an effort to solve a months-old deadlock. Negotiations were scheduled to resume in mid-November for a new contract covering some 1,500 Teamsters who haul new automobiles in the Eastern states.

The drivers have been working without a contract since last June 23. The contract originally expired May 31 and was extended for three weeks. Talks began last April.

Shown here during negotiations are union and company officials. Below (clockwise) are President Hoffa and Organizer Richard Kavner; Ray Cohen of Philadelphia and Eastern Conference Chairman Thomas E. Flynn; Joseph Trerotola of New York with Hoffa; and management negotiators (see also above, right).



Legal Action

Date Set for March 16-18 in Chicago

Convention Hinges on Courts

IN THE EARLY part of November, the U. S. District Court in Washington hears arguments on some historic legal hassles of vital interest to the American labor movement.

Basically at stake is the right of the Teamsters Union under a Federal Court Consent Order to hold a special convention and election of officers.

At the end of October, President James R. Hoffa announced that the IBT had scheduled its forthcoming special convention for March 16 to 18, 1959, in Chicago, with headquarters at the Palmer House.

Hoffa stated that "we will abide by the ruling of the Courts as to whether we can have a convention at that time, but we are proceeding with our plans pending such a ruling."

On November 5 and 6, Federal Judge F. Dickinson Letts planned to hold hearings on suits which are pending before him.

One of them was a suit filed by the Board of Monitors, asking for a modification in the consent decree under which they were established. Admittedly, Chairman Martin F. O'Donoghue sought to block an early convention by the IBT.

In its answering brief, the union argued that consent decrees, freely entered into between two parties, could not be altered without approval of both parties (see October TEAMSTER).

In the consent decree under which the Monitors were formed, the union contends, the IBT General Executive Board was given the right to call a special convention after Feb. 1, 1959.

It cited that portion of the decree which stated a new convention and election of officers could be held "at any time after the expiration of one year from the date of this order when the General Executive Board by majority vote shall resolve to call such convention and hold such election."

To most observers, this language was crystal-clear. But not to O'Donoghue and Godfrey P. Schmidt, his partner in the two-man Monitor majority which has consistently ruled against the best interests of this union.

O'Donoghue and Schmidt also chose to overlook the basic issue in the original lawsuit which brought about



JUDGE LETTS

the consent decree. This lawsuit primarily sought to void the results of the October, 1957, convention and call a new convention.

As if this legal maneuvering were not enough, the Monitors came up with a bizarre gimmick when they filed another suit in U. S. District Court to declare themselves illegal.

This was based upon their contention that the membership of the union had not received sufficient notice that a Board of Monitors was to be established.

Petitions Pour In

Letters and telegrams are pouring into the International office from Teamster joint councils and local unions urging that a special convention be held at the earliest possible date (see cover).

The messages received to date are from organizations representing nearly 1,000,000 Teamster members.

Thus, O'Donoghue and Schmidt (who was a signator to the consent decree) were in the position of saying that they had no legal status, and asked that the monitorship be dissolved.

General Secretary-Treasurer John F. English, addressing the Eastern Conference of Teamsters, charged that O'Donoghue wanted the courts to change the monitorship to a receivership under which O'Donoghue would assume dictatorial powers over the affairs of the International Brotherhood of Teamsters.

He also indicated that, while the legal status of the Monitors was in doubt, the union had no obligation to pay the hefty bills submitted by the two-man majority on the Board of Monitors.

Based upon months of experience in trying to cooperate with O'Donoghue and Schmidt to achieve the best interests of the Teamsters Union, top IBT officers charged in speeches around the country that neither O'Donoghue nor Schmidt had the best interests of the union at heart.

Rather, it was charged, O'Donoghue and Schmidt were "stooges" of anti-Teamster interests, both inside and outside the labor movement, who desired to weaken and control the IBT from the outside.

Underlining its beliefs, the union added to the legal maze by filing suit in the same court of Judge Letts, asking the removal of Schmidt as a Monitor. The union charged that Schmidt solicited and received large sums of money from employers and employer groups, thus engaging in a direct conflict of interest with his Monitor duties.

Still a fourth suit was brought by John Cunningham, dissident rank-and-filer who originally brought the suit leading to the monitorship and who originally retained Schmidt as his attorney.

Cunningham is asking that Schmidt give an accounting of sums of money received from various individuals to fight the Teamsters Union. Cunningham has charged that these contributing interests "are out to destroy the union."

State of the Union

IBT to End National Pacts, Continue Local Cooperation

The AFL-CIO edict which bans pacts between the IBT and other International Unions "will find the Teamsters cooperating with their friends to avoid embarrassing them," President James R. Hoffa has announced.

He said the Teamsters were working out arrangements to formally cancel all pacts at the international level, while continuing a policy of cooperation at all local levels.

'Little Men'

Referring to AFL-CIO President George Meany, Hoffa told the Eastern Conference last month that "out of little men come big demands." He said that Meany's edict for other International Unions to cancel their pacts with the Teamsters is failing in its purpose.

"I say to you in all sincerity that, while we may be angry and while we

may wonder whether or not we should destroy the pacts, we have come to the conclusion that Mr. Meany will not be able to accomplish his purpose by having us start a campaign amongst our friends. We must recognize that to accomplish Meany's aims and purposes, we must fight with our friends. That we will not do," Hoffa asserted.

"Thus," he said, "Mr. Meany and Mr. Reuther will not accomplish their aim because we the Teamsters are broadminded enough to know that only through solidarity and through unionism are we going to be able to defeat them in their attempt to destroy this International Union."

Pacts Successful

He told the Eastern Conference that "there wasn't one single president or one single executive board of those international unions that were desirous on their own of cancelling those pacts,

because the record of their success will speak for itself."

He cited the State of Alabama, "where there wasn't one single contract signed by the Building Trades. As a result of our four-way pact, there are now 60 pacts signed and convict labor has been taken off the construction jobs and AFL-CIO and Teamster members were put on those jobs."

Had to Conform

Hoffa said that international union presidents and executive boards "found themselves in a position of either being out of the AFL-CIO or cancelling the pacts with this International Union."

Despite this, he said, "today we are receiving cooperation from International Unions where we never received cooperation before. We are receiving cooperation all throughout the U. S. and Canada on organizing campaigns and, surprising as it may seem, in many instances international unions with whom we had very little contact before are now making it their business to visit our International Office and discuss joint problems."

IBT-Upholsterers Expand California Drive



A joint organizing campaign between California units of the Teamsters and the Upholsterers International Union has recently produced 15 newly-organized shops in the Los Angeles area. Shown here reviewing progress are, from left, seated: Tom Young, secretary, Teamsters Local 196, Los Angeles; John M. Annand, International Organizer and president of IBT Joint Council 42 in Los Angeles; and Wiley Smith, regional representative for the Upholsterers. Standing are William M. Griffin, director of the National

Miscellaneous Trades Division; Reed Stoney, International Vice President of the UIU; Ray Pudliner, director of the Organizing and Service Department of the UIU; and Cecile Rupprecht, business Manager of UIU Local 15.

The drive has now been expanded to the Joint Council 38 area in the Sacramento and San Joaquin Valleys, where Teamster and Upholsterer organizers are working in cooperation with IBT International Vice President George Mock.



Eastern Conference Meets

AFL-CIO Discouraged

'Won't Quit Fight'—Hoffa

WE ARE in a fight and nobody is going to quit that fight," President James R. Hoffa told 600 cheering delegates to the Eastern Conference of Teamsters in Atlantic City, N. J., on October 20.

The delegates heard the IBT president charge that top officials of the AFL-CIO "are in wonderment and in discouragement as to why the campaign of hate hasn't destroyed and disrupted this organization."

Hoffa told the fifth annual conference that "we have friends in the AFL headquarters and we have friends in Solidarity House, Mr. Walter Reuther's bailiwick, and we know each and every day many of the things that are taking place that are supposed to be top secret.

UAW Rift

"We know that Mr. Reuther has anxiety to excite the general public against the Teamsters Union and that this has brought about a fine rift in his own executive board of the Auto Workers."

The General President described the Monitor situation as "tragic" and charged that it was "brought about by George Meany and Walter Reuther in their anxiety to take over this great International Union."

He said that "unfortunately many of the high officials of this government are part of the conspiracy, if you please, to destroy our organization because we will not conform to the pattern they have cut out."

Hoffa, General Secretary-Treasurer John F. English and the other members of the General Executive Board received a tremendous standing vote of confidence from delegates representing 500,000 members in 15 states, the District of Columbia, and Eastern Canada.

Hoffa told the delegates that "power unto itself is not the answer to our troubles, but collective power, where you will have the bargaining strength that will avoid strikes. That is the only answer to the increasing problems in which unions are finding themselves in the courts today."

G.E.B. To Meet

President Hoffa has called a special meeting of the Teamsters General Executive Board for December 8 in Phoenix, Ariz. The board will discuss all important business now pending within the International Union.

Hoffa declared that, since the McClellan hearings began, he has travelled nearly every weekend to address local union meetings in every part of the country. "After I have explained to rank-and-file members the policies of our International Union and the purpose of the McClellan Committee—to destroy our Union if possible—in every instance the officers and Executive Board of our union have received a tremendous standing vote of confidence.

Constructively Run

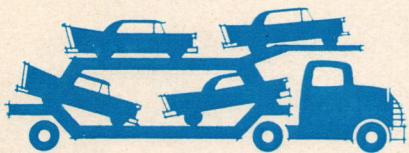
"I ask you whether or not you believe that this International Union is run as constructively and as righteously as any other International Union in America," he said.

"And I say as your President that I wish you would take home to your wives my heartfelt thanks for the stand-up individuals they have been and for the fine, wonderful letters that have come to our International Office pointing out that they understand and are praying, if you please, that we carry on the fight to make this a bigger, better and greater International Union."

Secretary-Treasurer English told the Eastern Conference that "we now have an average of 39,000 more members than we had on the day we took the walk right here in Atlantic City from the AFL-CIO."

The delegates applauded when English reminded them that "this organiza-
(Continued on Page 10)

Conference Scenes



International Vice President Thomas E. Flynn (right), chairman of Eastern Conference of Teamsters huddles with President Hoffa and Secretary-Treasurer English.



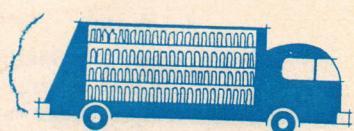
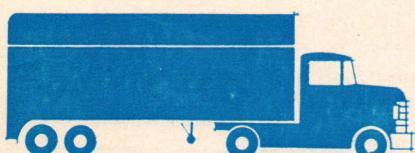
Chairman Flynn compares notes with Vice President John T. O'Brien of Chicago, executive vice chairman of Central Conference. Vice President Harry Tevis of Pittsburgh, Eastern Conference board member, looks on.



Vice President John J. Conlin of Hoboken, N. J., vice chairman of Eastern Conference, studies report.



Visitors included three West Coast vice presidents, from left: George Mock of Sacramento, Joseph Diviny of San Francisco, and Einar Mohn, president of the Western Conference, with Larry Steinberg of Toledo, personal representative of President Hoffa.



Vice President John Backhus (left) of Philadelphia and Joseph Trerotola of New York, secretary-treasurer of Eastern Conference, at the opening session.



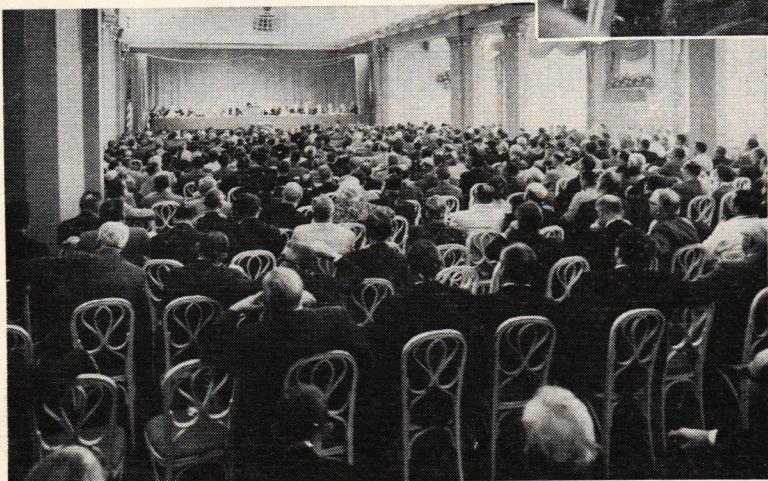
Taxi organizing drive in Atlantic City drew 100 per cent support of visiting delegates. Bernard Marcus (left), organizing director of Joint Council 53, Philadelphia, shows delegates the Teamster emblem used by driver at right and other union cabs in the city.



Eastern Conference lawyers (above and left) met prior to the three-day union conference for a lengthy session to discuss recent labor decisions.



Attentive delegates (right and below) listen attentively as President Hoffa declared that "we are in a fight and nobody is going to quit that fight."





President Hoffa discusses contract negotiations with car-hauling representatives.

tion started out and has gone through many, many troubles, trials and tribulations, and no matter how bad it was, we always got out of our trouble. The time is coming when we're going to be all right."

International Vice President Harold J. Gibbons, executive assistant to President Hoffa, urged the delegates to keep the rank-and-file informed about the anti-labor records of the personnel of the McClellan Committee.

"Let the membership know that we refused to let George Meany name the officers of our International Union and that is the basic reason we have been thrown out of the AFL-CIO," Gibbons asserted. "Let them know that because Walter Reuther wanted to get rid of some of your officers who were competition to him within the AFL-

CIO, we are out of the AFL-CIO."

Gibbons also charged that Monitor chairman, Martin F. O'Donoghue, is "a stooge of Meany's who is attempting to do through the Monitors what Meany couldn't accomplish himself."

The Eastern Conference chairman, International Vice President Thomas E. Flynn, reported that the conference membership had grown by 100,000 since its formation five years ago, including an increase of 25,000 members in the past two years.

"The spirit of cooperation and brotherhood which brought about these gains since our last conference is a continuation of the same spirit which led to the formation of our International Union more than 60 years ago," Flynn told the delegates.

Flynn told the Conference delegates



BUILDING AND CONSTRUCTION



LAUNDRY AND DRY CLEANING



OVER-THE-ROAD



AUTOMOTIVE



CHAUFFEURS, TAXI AND FUNERAL



WAREHOUSE, PRODUCE, DRY & COLD STORAGE

that "by coordinating our organizing efforts, we have been successful in many instances where the individual local unions, working alone, might not have had the same degree of success. These coordinated efforts have borne fruit, not only in organizing, but also in many joint negotiations. Agreements covering several local unions—sometimes the locals within a particular state and other times agreements covering locals within a joint council—have been negotiated and the gains we have won have proved the value of cooperation."

Flynn was reappointed chairman of the Conference by President Hoffa. Other officers re-elected by the delegates were: International Vice President John J. Conlin of Hoboken, N. J., vice-chairman; Joseph Trerotola of New York, secretary-treasurer; Timothy M. Collins of Waterbury, Conn., recording secretary; and International Vice Presidents Harry Tevis of Pittsburgh, John J. O'Rourke of New York, and John Backhus of Philadelphia, board members.

Hoffa: Step Up Organizing

ON THE SUBJECT of organizing, President Hoffa had this to say to the Eastern Conference:

"We have an organizing problem where we have local unions who are refusing, either through their inability, inexperience or deliberate refusal, to organize their jurisdiction, and then taking a position when somebody else organizes it, that they are being raided.

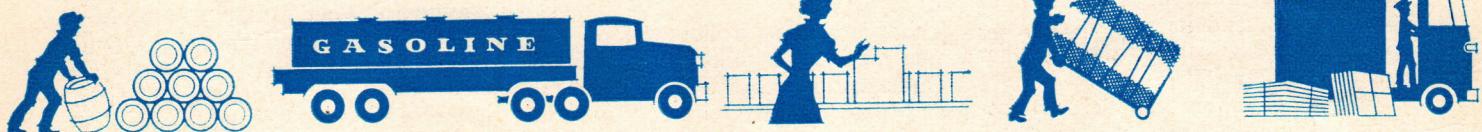
"Now I say to you as the officers of your local unions, no local union has a right to believe that, because they have a charter which calls for certain defined jurisdiction, they have a right to leave that jurisdiction unorganized and still maintain that it is their jurisdiction. In unorganized jurisdiction, there is the danger that the organized will lose his position.

"It is going to be necessary to review individual charters and see whether or not they are organizing their jurisdiction, or whether or not they are taking the position that they have a little kingdom all their own.

"There is no such jurisdiction chartered to any local.

"It is not the desire of your General President or your General Executive Board to be arbitrary in this matter, but it is a question of what is right and what is wrong.

"If you are unable to organize justifiably so, nobody will raise a question, but if it is an attempt not to organize and then claim jurisdiction, then I believe the Executive Board, upon recommendation of your President will review those situations and take the necessary steps to put into effect the organizing of the unorganized jurisdiction."



CANNERY, FOOD



BAKERY



DAIRY



MISCELLANEOUS



BREWERY AND SOFT DRINK

State of the Union

McClellan 'Hero' Not So Good, Study of His Contract Reveals

It now appears that Arthur L. Morgan, hailed by the infamous McClellan Committee and *Life Magazine* as a "brave" man, wasn't so brave at the bargaining table.

Morgan, a self-styled independent union official from Minneapolis, hurried to Washington last September to join the cast of "McClellan's Players" during the second round of smear attacks against the International Brotherhood of Teamsters.

In a very privileged atmosphere, Morgan spoke loudly of his "terrible" fear of the Teamsters Union. In the same breath he assured grinding television cameras that his contracts were considered top labor agreements and gave reference to IBT contracts as "sweetheart" sell-outs.

The facts disclosed, however, that a labor agreement between Morgan and the Barrell and Drum Association of Minneapolis, and its subsidiaries, appears to be one of "marriage" rather than "sweethearts."

Provisions in this "top" labor agreement include a wage scale of \$1.15 per hour for all new employees. After one full year of this slavery, the worker reaches a smashing level of \$1.25 per hour. From this point on Morgan and the company say that they will sit down and study individual wage rates.

The seniority clause is a classic. It reads:

"Seniority shall be respected by the employer" — whatever that means.



ARTHUR L. MORGAN

There is no health and welfare, pension program or other fringe benefits. Understandings concerning vacations and paid holidays are sub-standard when compared to IBT provisions.

Reports from Teamsters Local 970 and Local 975 indicate that Morgan's "marriage" contract with the Barrell and Drum firm is heading for the divorce court. A strong recommendation from the director of the 18th Regional National Labor Relations Board is pending before the National Board in Washington, D. C., where a favorable decision for the IBT is momentarily expected.

BULLETIN: Union-Busting Loses

So-called "right-to-work" laws and reactionary legislators who hung their hat on union-busting took a resounding licking in the November 4 elections.

Working men and women turned out in huge numbers to soundly defeat "right-to-wreck" laws in five states, including the key states of California and Ohio. Only in Kansas, where an earlier "work" law was passed by the legislature and vetoed by the governor, did such a law win by a narrow margin.

Defeat of Senator William F. Knowland, running for the California governorship on an openly anti-union platform, was considered a clear-cut repudiation by voters of political policies based upon the destruction of trade unionism.

Virtually all extreme right-wing reactionaries will be missing from the next Senate, either through retirement or defeat.

The so-called "right-to-work" laws lost by heavy margins in California, Ohio, Washington, and Colorado, and by a narrow margin in Idaho.

Coming on the heels of the McClellan Committee's bitter efforts to weaken or destroy the trade union movement, the clear mandate of the people in the elections served notice that union-busting is unpopular and raised hopes that the next Congress will repeal section 14(B) of the Taft-Hartley Act, which permits individual states to enact "right-to-work" laws.

Teamsters Attack McClellan 'Reaction'

Negro trade unionists in Los Angeles, Calif., who are members of three Teamster local unions, have charged Senator McClellan (D. Ark.) with supporting what they term "the most reactionary programs directed against the civil rights of Negroes and other minority groups."

In a letter to McClellan signed by 30 rank-and-file Teamster members, the Arkansas Senator is taken to task on his record of giving encouragement to southern filibuster cliques who violently oppose civil rights measures designed to extend fuller citizenship to Negro citizens.

The letter reminds McClellan that a denial of full citizenship to Negroes has made it possible for many of his respected colleagues to illegally represent several states on the basis of disfranchisement, fraud, intimidation.

On the basis of McClellan's record which shows him a signatory to the "Southern Manifesto," a measure which openly defies the ruling of the U. S. Supreme Court outlawing segregation in public schools, the letter notes that this action has resulted in our nation being dealt irreparable damage at home and abroad.

"Your support and endorsement of so called 'right-to-work' laws and other anti-labor legislation," they declare, "has drastically reduced the working and living standards of both the Negro and white worker in your state."

"In view of your record," states the letter, "we call upon you to exercise your influence with the governor of your state as well as your constituents in bringing about full obedience and compliance with the laws of the land with the same zeal you have exercised with respect to the internal affairs of the International Brotherhood of Teamsters."

Both Sides of Mouth

UAW President Walter Reuther likes to attack the Teamsters Union publicly. But privately, he asks for help.

When the Auto Workers struck the automobile manufacturers last month, the UAW first asked the Teamsters for cooperation.

Not one truck crossed UAW picket lines.

Cunningham Turns on Schmidt

Says Business 'Out to Get' IBT



JOHN CUNNINGHAM

JOHN Cunningham, chairman of a 13-man rank-and-file committee in New York City which contested the validity of the IBT's Miami Convention last year, has charged that U. S. big business and individual industrialists have contributed huge sums of money earmarked for the destruction of the Teamsters' Union.

Cunningham's assertion that reactionary forces are out to get the International Union was made public in Washington after attorneys for the New York Teamster member filed a complaint against Godfrey P. Schmidt, the committee's former counsel and a member of the Board of Teamster Monitors, in the U. S. District Court for the District of Columbia.

Charges Against Schmidt

The 13-point complaint charges Schmidt with failure to account for funds donated to the committee in Cunningham's name, a breach of attorney-client relationship, and misappropriation of committee funds.

Specifically, Cunningham contends that Schmidt has collected sums in excess of \$50,000 and has refused to account for its expenditure. The complaint further alleges that checks made to Cunningham were endorsed by persons other than him which constitutes sheer forgery and misappropriation of funds collected from the general public.

Standing firm behind his charges against Schmidt, Cunningham, in a Capital press conference, told newsmen that a U. S. marshal has been unable to serve Schmidt with suit papers "because he is hiding out."

Said Cunningham: "Schmidt is deliberately staying out of the jurisdiction of the District Court because he is afraid to face the charges I have made in the suit."

Questioned by the press about how he feels about President Hoffa, Cunningham declared that he had no interest in Hoffa at the time of the Miami convention or now.

"My group was interested in the former general president and executive board," he said. "Our main purpose was and is to have delegates elected by the membership who in turn will vote in convention for a General President and General Executive Board."

'Shocked and Amazed'

Pointing out that on Jan. 22 of this year he was informed by Schmidt that there was no money left to continue a court battle against the IBT, Cunningham said he was "shocked and amazed" to discover some 18 days later that Schmidt was in possession of over \$50,000 which he had not mentioned or accounted for.

He told reporters that "although I cannot mention them by name at this time, I have documented proof that important industrialists in the United States have given Schmidt huge sums of money earmarked for the destruction of the Teamsters' Union."

He also asserted that big business with the help of the McClellan Committee are using him (Cunningham) and Hoffa as "goats" to break the back of the International Union.

He said that when he first learned that business interest were contributing huge funds to Schmidt that he went to Senator McClellan and showed him positive evidence that Schmidt was misappropriating committee money.

"The result of my interview with



GODFREY SCHMIDT

McClellan," Cunningham related, "was that he personally blocked an investigation into Schmidt's handling of our committee's funds."

Cunningham said this did not surprise him much, "since McClellan has never worked for anything but heavy industry."

In addition to over \$50,000 Cunningham says was unaccounted for by Schmidt, the New York Teamster member gave reference to \$75,000 which he said was collected by Schmidt from one industry. He further charged that several donations ranging from \$2000 to \$5000 were also turned over to Schmidt who refused to account to the committee regarding disbursements.

'Out To Destroy'

He said that he did not hire Schmidt as the committee's attorney to destroy the integrity of the IBT which he says Schmidt is embarked upon.

"Nor did the committee hire him to learn confidential matters of the Teamsters Union and divulge them to Mr. Meany of the AFL-CIO," Cunningham declared. "We did not hire him to pad expense accounts, solicit money from management, to enrich himself from funds donated by the general public, and we did not hire him to forge my name on checks made to me as chairman of our committee."

State of the Union

UMW Official Attacks Political 'Appeasers'

The United Mine Worker's political arm, Labor's Non-Partisan League, has said that a "demoralized condition of organized labor's forces caused many liberal congressional representatives to vote wrong on the Kennedy-Ives bill."

Commenting in the October issue of the *UMW Journal*, the League's director, Robert E. Howe, said that UMW opposed the legislation because it provided for government control over union finances, union discipline, union candidates and union elections from the international to the local union level.

'Unworkable, Unwise'

"This," he said, "would have been unworkable, unwise, unfair and repressive."

Howe's remarks on the labor split over the bill (the AFL-CIO endorsed it. The UMW and IBT did not) noted that liberal representatives were forced to choose between the groups who are pulling and hauling at them.

"This is almost understandable," he declared. "Most politicians will side with the group who will get them the most votes in the next election. The UMW marked their votes 'wrong' because we honestly believed they were acting against the best interests of working people."

Commenting further on labor's disagreement on the measure, Howe said:

"Time was when the forces of organized labor stood four square, shoulder to shoulder against all anti-labor legislation. Time was when the only question asked was 'will it help or hurt the working men and women of America?'

Labor Divided

"That day is long past. Now the forces of organized labor are divided into many segments. We have those who would support the party in power at all cost, the band-wagon boys—and they are numerous. We have the appeasers who cry, 'accept what is offered lest we get something worse.' Then come the noncombatants who fear they will offend someone if they protest too strongly, and last but not least the politician who supports his party without regard to the treatment they hand out to the people who are paying his salary."

Oregon Cannery Local Wins NLRB Election



Victory smiles were everywhere in the offices of Local 809 in Portland, Oreg., where the union won the right to represent Libby McNeill and Libby employees through an NLRB election. From left are C. C. Evanson, secretary of the cannery local; Beverly Waid, Mareita Norman and William Siltman who were observers during election; and Gene Kelley, Local 809 representative.

An outstanding Teamster organizational victory was chalked up in the Western Conference at Portland, Oreg., last month when a hard-fought campaign by Teamster Cannery Local 809 to win certification to represent employees at Libby McNeill and Libby's Oregon cannery ended in an NLRB election victory for Local 809.

Two-to-One Margin

The Teamster organization piled up nearly a two-to-one vote margin over an international woodworkers local

when the final tally was reported by NLRB election observers.

C. C. Evanson, secretary-treasurer of Local 809, said that the triumph at the polls "is conclusive proof that the campaign of vilification against the Teamsters' Union over the past two years has not had the desired effect that enemies of the Union wanted."

Evanson placed a large share of the credit for the recent successful organizing campaign on the shoulders of Larry Enbody, an organizer for the Western Conference, who was assigned to the campaign last November.

Urges Labor to Forget Differences



More than 50,000 people heard Monsignor George G. Higgins, director of the Social Action Department of the National Catholic Welfare Conference, urge labor to forget its differences during Toledo, Ohio's Labor Day Festival. From left: Monsignor Higgins; Emil Mazey, UAW official; Lawrence Steinberg, president of Joint Council 44; Toledo's Mayor John Yager and Richard Gosser, vice president of the United Auto Worker's Union. Festival is annual Toledo event.



Trustees of the New England Teamsters and Trucking Industry Pension Fund are, left to right: Timothy Collins, Fred J. Roberto and Alexander J. Hylek, union trustees; William J. McCarthy of Local 25, chairman of the board of trustees; Samuel Leigh, vice president of Martin E. Segal & Co., actuaries; John J. Lane, Philander Cooke, John H. Welch and Harold F. Bergeron, employer trustees. The Fund covers employees represented by 16 New England Teamster locals.

Pensions

New England States

New Pension Program Won

RETIREMENT between ages 55 and 60 with substantial monthly payments is one of the main features of a new Pension Plan announced today for approximately 15,000 teamsters employed in Connecticut, Massachusetts and Rhode Island.

The plan, which became effective on October 1, 1958, also provides \$150 a month pension benefit for members who retire starting at age 65. Together with social security benefits, such members will have a monthly income on retirement of between \$250 and \$300 a month depending on the exact amount of social security benefits to which they are entitled.

The trustees of the New England Teamsters and Trucking Industry Pension Fund stated that "this level of benefits is the highest in the country for employees in the trucking industry." They went on to say that "this plan recognizes the important need to make pension benefits available on a realistic basis starting as early as age 55."

In addition to an early retirement feature which permits retirement at age 55 with a level monthly payment for life, the plan also has a unique provision called a "Social Security Option" which permits a member to elect a higher monthly amount of benefits from the date of his retirement to age 65 and then a lower amount starting at age 65 for the rest of his life. As an example of the benefits provided under this option, the trustees explained that a man who retires at age 60 after having been in the industry 25 years would receive \$178 a month and then at age 65 he would receive \$69 a month. If the same pensioner

was then entitled to receive \$109 a month from social security, his combined benefits starting at age 65 would be the same \$178 he received starting at age 60. For a man in this category, it means that he can retire at age 60 and receive what amounts to \$178 a month for life. Other examples of the Social Security Option amounts are contained in an attractive detailed booklet which has been furnished to each member.

The Pension Plan is financed entirely by employer contributions which build up over the first two years to 15 cents an hour starting with April 11,

1960. The plan covers members of 16 Teamster local unions in New England located in Boston, Mass. (Local 25); Lynn, Mass. (Local 42); Lowell, Mass. (Local 49); New Bedford, Mass. (Local 59); Worcester, Mass. (Local 170); Bridgeport, Conn. (Local 191); Providence, R. I. (Local 251); Springfield, Mass. (Local 404); Haverhill, Mass. (Local 437); New Haven, Conn. (Local 443); Lawrence, Mass. (Local 477); New London, Conn. (Local 493); Fall River, Mass. (Local 526); Brockton, Mass. (Local 653); Hartford, Conn. (Local 671) and Waterbury, Conn. (Local 677).

Widow Gets Teamster Benefits



Mrs. Adelle Hill, right, of Washington, D. C., receives check for \$1,500 from Local 730's negotiated insurance program after death of her husband. From left are Henry Butler, secretary of Local 730; Daniel Hennessey, union vice president; Wayne Hill, age 8, Mrs. Hill's son and another son James Robinson.



O'Rourke Dinner Aids Cerebral Palsy Fund

Robert J. Rogin, president of United Cerebral Palsy of New York (right), presents scroll to International Vice President John J. O'Rourke, honoring him for his efforts on behalf of Fund.

SOME 1,700 persons jammed the Grand Ballroom of New York's Commodore Hotel last month to honor International Vice President John J. O'Rourke for his many years of service to the labor movement.

The testimonial dinner raised an estimated \$75,000 for the United Cerebral Palsy Fund of New York City.

Accomplishments

President Hoffa and Secretary-Treasurer English, principal speakers at the dinner, praised O'Rourke for his dedicated spirit of trade unionism and his outstanding accomplishments on behalf of the International Brotherhood of Teamsters.

O'Rourke, president of the New York Joint Council, directed that the proceeds of the dinner be given to the Cerebral Palsy Fund.

Anthony J. Distinti, president of Teamsters Local 277 in New York, was chairman of the dinner. Toastmaster was Joseph Trerotola, secretary-treasurer of the Eastern Conference of Teamsters.

The invocation was given by the Rt. Rev. Monsignor John J. O'Donnell, and the benediction was given by Rabbi Joel S. Geffen.

Dinner Committee

John Burke was co-chairman of the dinner, with Louis Lufrano serving as treasurer and Edward V. Corrigan as secretary.

Following the dinner, a program of entertainment featured Joey Adams as master of ceremonies, with Alan Dale, Trudy Adams, Alfred and Lenore, and the D'Augostinos starring.



President Hoffa congratulates O'Rourke for his service to the IBT and his membership. At right, Monsignor John J. O'Donnell who gave the invocation, and James Landriscina of the Bakery and Confectionery Workers Union chat with the General President before festive dinner ceremonies get under way.

New York Journal-American Editorial

A Good Start

SOMETHING new has been added to a dinner to be given Thursday by Joint Council 16 of the Teamsters Union at the Hotel Commodore. This is a testimonial to the Council's president, John J. O'Rourke, but the entire proceeds, \$75,000, will be turned over to the United Cerebral Palsy Committee.

There was a time, according to evidence before the McClellan Committee, when money from such affairs bought expensive gifts for union brass. Cynics may say the Teamsters are trying to buy public approval. Is that bad, when they are contributing to fight a dreadful disease?

We would say it is one of the best ways to earn—not buy—good will and we recommend it to other Teamster groups in the nation.



O'Rourke signals his thanks to the 1,700 who attended his testimonial dinner at New York's Commodore Hotel. Portion of huge crowd is shown above. Rabbi Joel S. Geffen (right) gave the benediction.

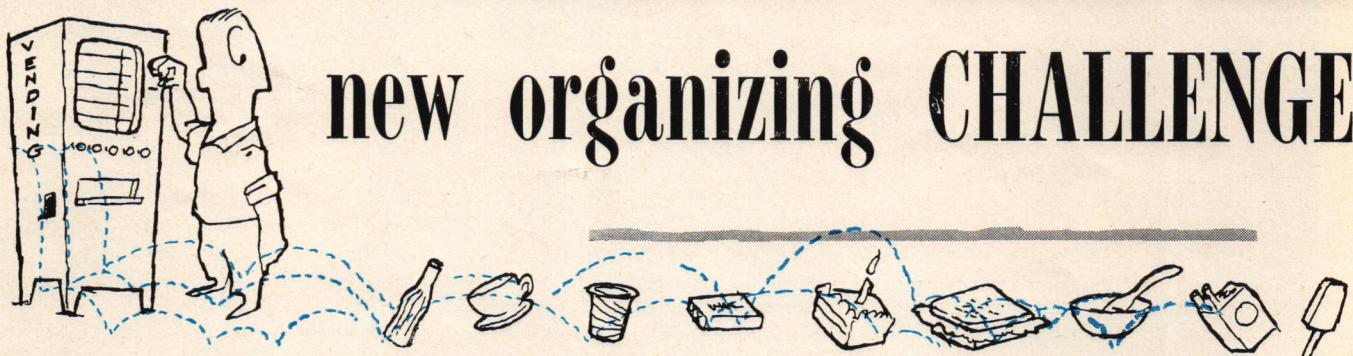


Proud family, Mrs. O'Rourke (center), daughter Mrs. Harry Rubley, and son, John O'Rourke, III, beamed as speaker after speaker praised Vice President O'Rourke's service to the labor movement.



Cerebral Palsy victim, Miss Susan Greenhouse, receives proceeds of dinner for benefit of Cerebral Palsy fund. From left are Joseph Trerotola, secretary-treasurer of the Eastern Conference, toastmaster; O'Rourke; Secretary-Treasurer English; President Hoffa; and Anthony Distinti, the dinner chairman.

OPERATION VENDING:



AFTER time out for campaigning in the November elections, the McClellan Committee prepared to resume hearings on November 11 in a continuing hatchet job on the International Brotherhood of Teamsters.

This time the Committee planned to look into the coin-vending field. Observers expected the committee to follow its usual technique of smearing both the union and, with it, the country's fastest growing industry.

With characteristic disregard for fairness, the Committee was expected to:

(1) Smear the coin-vending industry by giving undue emphasis to certain isolated pockets where allegedly unsavory individuals have long been entrenched.

(2) Smear the Teamsters Union for alleged "association" with such individuals when in fact the union's only

interest is in representing the working men hired by such individuals. Thus a collective bargaining "relationship" has inevitably been established wherever possible.

The reason for the IBT's intense interest in the coin-vending field can be seen in the industry's growth. Last year, vending sales were \$2,023,325,000. This compares with less than a billion dollars in 1949, and only 30 million in 1925. Predictions are that industry sales will reach between four and five billion dollars by 1965.

Coin machines at one time were found almost exclusively in the entertainment field—juke boxes and pinball games. As the Teamsters began to organize the drivers and servicing personnel, a number of locals engaged in this field of organizing became known as "juke box locals."

But today the coin vending field has

grown to vast proportions in the merchandising field. For example, in 1957, vending machine sales accounted for 14.2 per cent of all cigarette sales in the U. S.

The IBT National Miscellaneous Trades Division, under Director William Griffin, has taken the lead in urging organizing campaigns among vending company employees.

"The growth of coin vending as an industry has caused a tremendous upset in our distribution patterns," Griffin states. "In the next few years, vending machine sales will probably cut considerably into every one of our sales-driver jurisdictions. We must organize this field to protect our standards in other fields."

Today there are approximately 20,000 vending company employees organized in the Teamsters Union, with a current potential of about 45,000

more. But the next few years could see a total employment of some 130,000 in the vending field.

The organizing potential for all crafts is seen in the fact that of 160 firms manufacturing vending devices, only about 25 are organized. "We urge the use of union-made machines," Griffin states.

Here are some statistics to show the growth of the field:

—Dollar volume of sales through vending machines reached a new record high during 1957, up approximately 8 per cent over the previous high in 1956.

The number of operating companies grew from 5,500 in 1956 to 6,100 in 1957, not including part-time operations.

—During 1957, a total of 423,000 new machines were shipped by manufacturers, the greatest number in history.

—Today there are about 3.5 million vending machines in use.

The coin vending field is merchandising new items every day, and David Carson, chairman of the marketing department of Boston University, recently observed that "there is theoretically no limit to the number of types of product that may be automatically vended."

In-plant feeding is the big hope of the industry. During 1957, industrial plants accounted for 25 per cent of all vending machines. An example of the variety of merchandise available through coin-vending machines is seen in the new building recently built by the Chicago *Sun-Times*.

There, instead of a plant cafeteria, vending machines provide the food

Urge Locals to Organize Vending

William M. Griffin, director of the National Miscellaneous Trades Division, is urging locals with jurisdiction in the vending industry to order 1959 labels for use on coin machines serviced by Teamster members (see label at right).

Labels are furnished in two sizes without cost. This year, over 400,000 labels were sent to Teamster locals all over the U. S. and Canada.

In a letter to all locals with vending jurisdiction, Griffin pointed out that "many other International Unions are willing to cooperate with you in this organizing endeavor. You are urged, therefore, to take the necessary steps in correcting any non-union conditions in the vending machine industry in your area."

The National Miscellaneous Division provides such locals with a copy of the "label clause" for inclusion in contracts, and a file containing sample labor contracts in the vending machine industry is available on request.



and refreshments. Machines include a five-selection pastry, two fresh-brew coffee, five-selection sandwich, six-selection hot canned food, a three-selection milk, a 24-selection cold dessert and sandwich, soft drink, ice cream, candy, cookie and cigarette machines.

An example of the growing inroads coin vending is making on established distribution processes is the milk and ice cream field. Outdoor vending of milk is growing, but as yet there are no reliable statistics on this field. But milk vending machines on inside locations increased from 21,000 at the end of 1955 to 36,400 at the end of 1957.

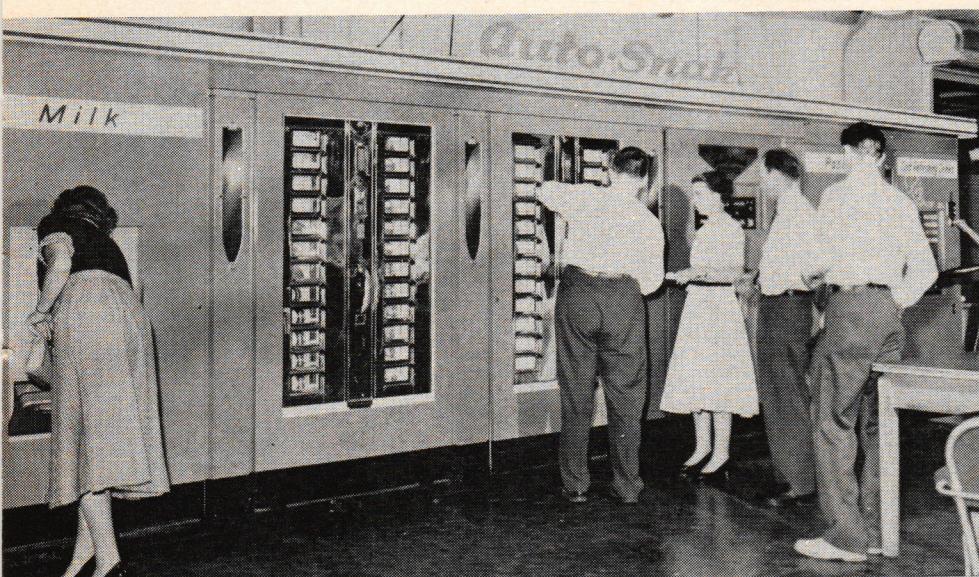
Of the country's 6,100 operating companies, 24 per cent have milk

vending equipment today, compared to the 41 per cent that have cup-type soft-drink machines.

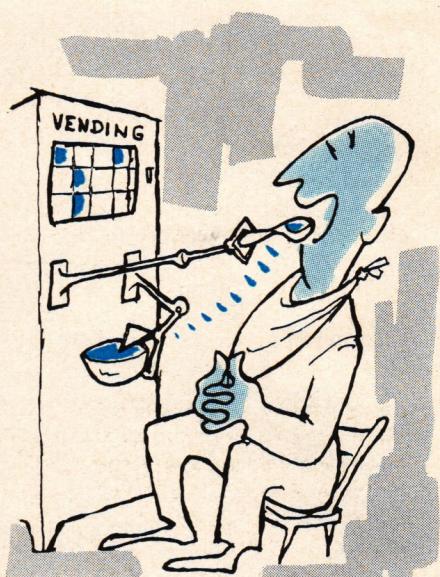
In a recent survey by *Vend*, trade periodical in the automatic merchandising field, operating companies gave an indication of their expansion plans by listing the 14 leading types of vending machines which they planned to purchase during 1958.

In order, they were: coffee, candy, cigarette, food, cup soft drinks, gum, milk, sandwich, ice cream, pastry, hot chocolate, soup, bulk confections, and cookies and crackers.

New developments are constantly entering the field. At Chicago's Midway Airport, for example, a machine



Amazing development of vending machine capabilities in past ten years is big reason for rapidly-expanding growth of industry. Machines above dispense wide variety of sandwiches, hot food, desserts, soft drinks. Big impact on distribution field is result.



is now being tested which, for the first time, will give change for a dollar bill.

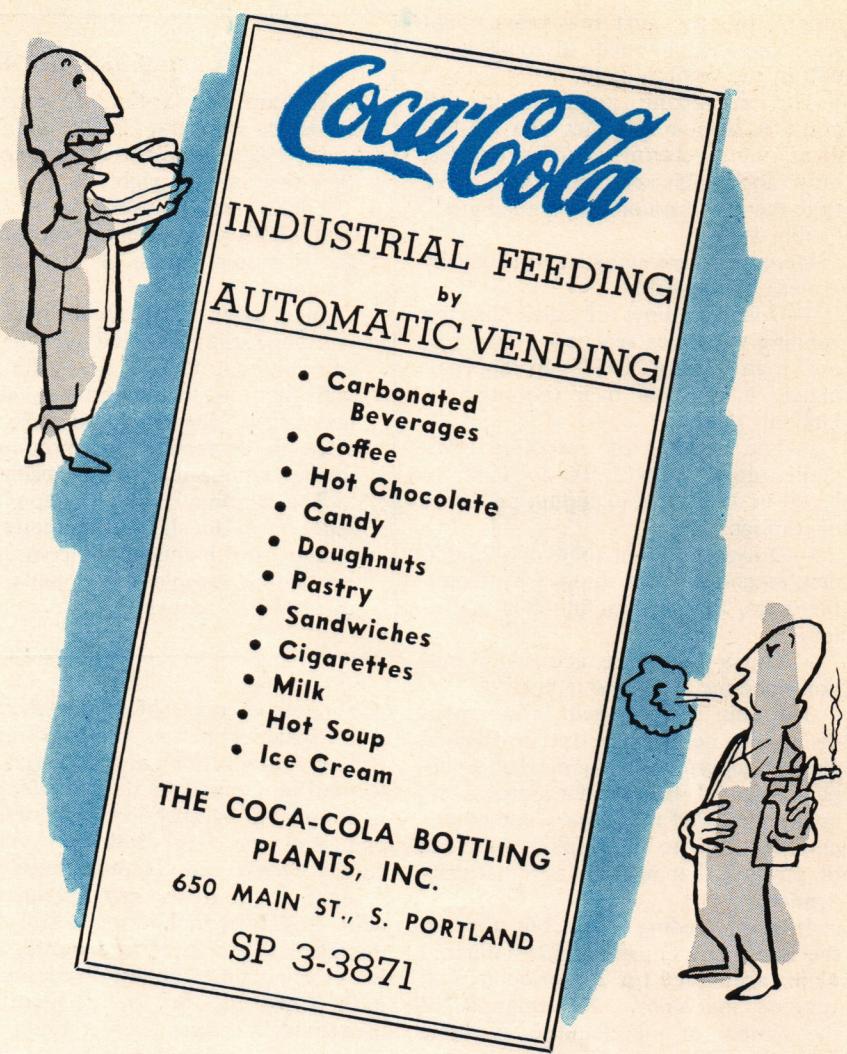
Another example of fantastic growth is the area of coffee vending sales. Prior to 1946, there were no coffee vending machines, but in that year the first instant coffee machine was introduced. Today, machines automatically brew fresh ground coffee. During 1957, coffee vending sales were \$135,000,000.

By nature, coin machine operators have small work forces, necessitating an intimate bargaining relationship between the union representative and the employer. Of the operating firms, 22 per cent work alone; 9 per cent employ one part-time employee; 41 per cent employ one to three people; 13 per cent employ four to six people; 6 per cent employ seven to 10 people; and only 9 per cent employ 11 or more.

The union cannot determine who the employer will be. Its interest is the employee, in order to build decent standards for them and to protect the standards already won in other fields.

Yet, as in any business, a small minority of operators may find themselves vulnerable when the McClellan Committee goes back to work.

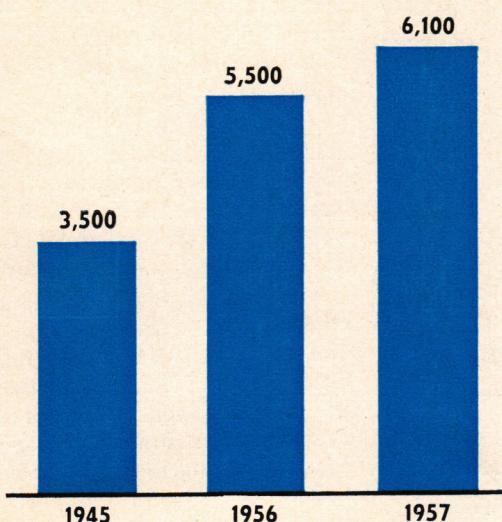
In its usual fashion, the Committee may be expected to do its utmost to destroy or damage growing unionism in this field, and its device will be the familiar "guilt by association," knowing full well that this "association" is a legitimate trade union activity in the best interests of the people who work in the trade union field.



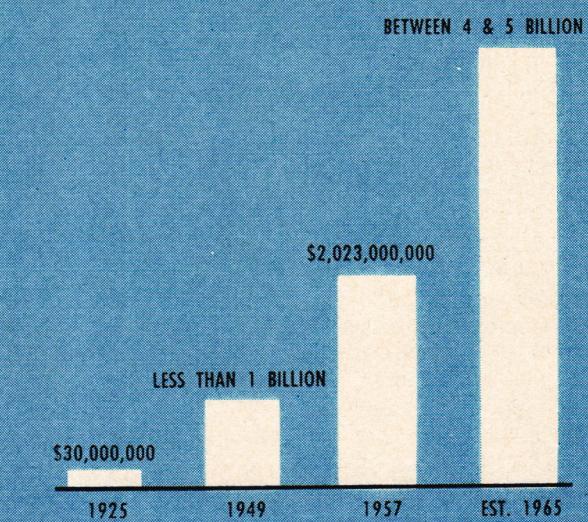
Sample of vending expansion is shown in advertisement (above) which appeared originally in big metropolitan telephone directory. Nation's largest independent vendor, G. B. Macke Co. of Washington, D. C., has installations like those below which serve "everything from soup to nuts." Firm is 100 per cent unionized by IBT. Such machines are the reason for the swift growth of "in-plant feeding," which is one of the big hopes in the ambitious future plans of the nation's fast-growing vending industry.



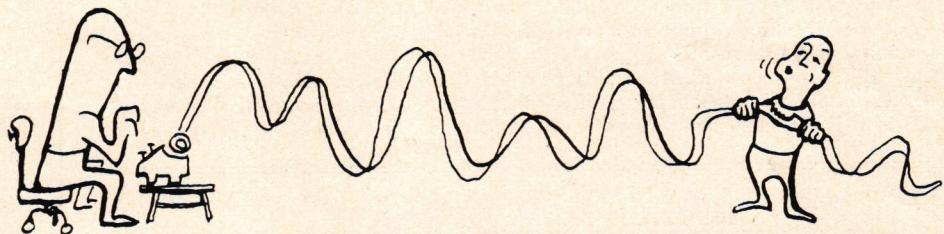
GROWTH IN OPERATING COMPANIES



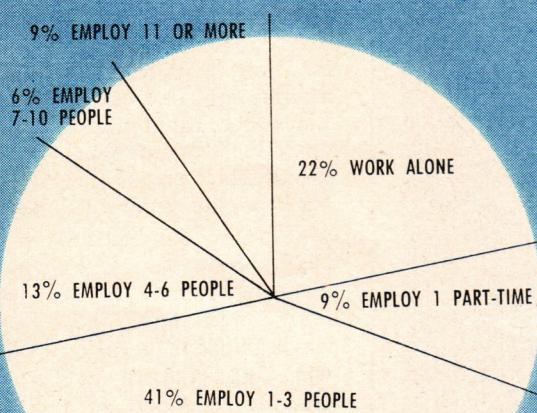
GROWTH OF VENDING SALES



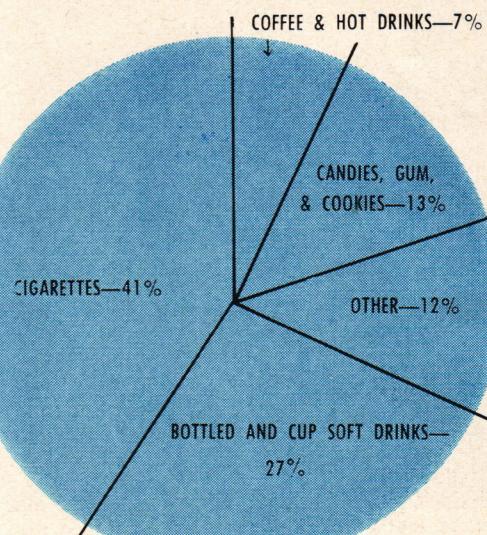
the STATISTICS



NUMBER OF EMPLOYEES BY FIRM

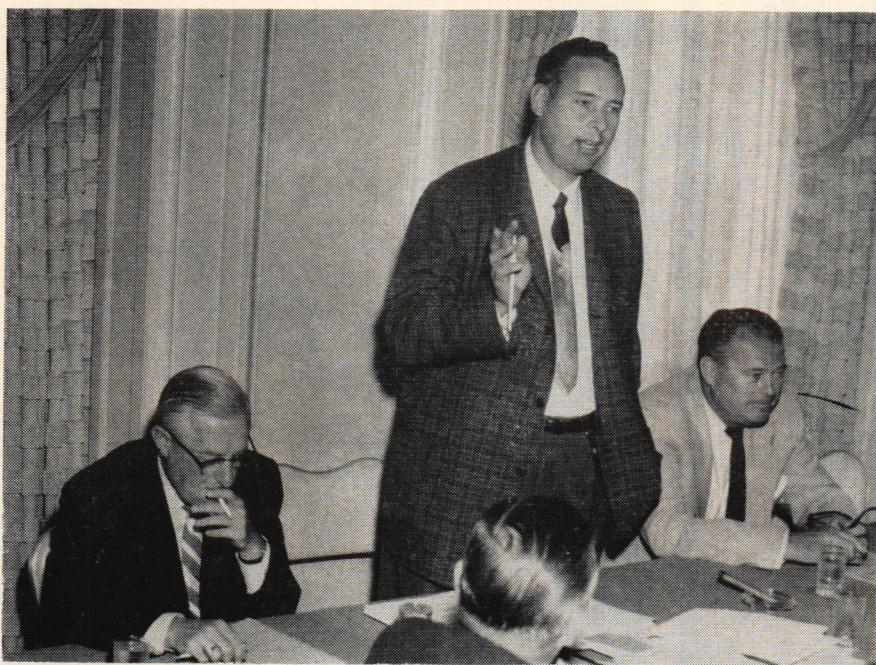


TYPE OF MACHINES IN USE



State of the Union

Ward Council Meets



Members of the Montgomery Ward Teamsters National Council met in San Francisco in early October to discuss further plans. Top on the list is completion of the organization of Ward units throughout the country. Don Peters (center), council chairman, reported that over 2,000 new members had joined the IBT from various Montgomery Ward establishments since last June 1. Others in picture are Sam Baron (left), field director of the National Warehouse Division, and International Vice President George Mock of Sacramento.

'Office Always Open'



President Hoffa told the Eastern Conference that "my office is always open to anyone who has union business to discuss." Ted Nalikowski (left), Local 478, Newark, N. J. is one of the hundreds who have visited International headquarters in Washington to talk about the affairs of their organizations.

New Safeway Contract Is Won in Jersey City

A new Safeway Stores contract, described as a "pacesetter for the industry," has been approved by some 500 members of Teamsters Local 660 in Jersey City, N. J.

Kenneth O'Connor, secretary-treasurer of the Local who headed negotiations, said the contract calls for hefty improvement in wages, plus improved welfare, pension, and vacation provisions and other contract features.

Members of the negotiating committee were: Charles Halpin, Local 660 vice president, and rank-and-file Gerald Hogan, Michael Cioffi, Edward Clickner, Charles Dolan, Frank Kelaher, Frank LaMagna, John McKnight, Angelo Naples and Martin Ruby.

Cloak and Dagger

The spreading use of "cloak and dagger" methods against union representatives was illustrated by International Vice President Murray W. Miller, chairman of the Southern Conference of Teamsters, in his talk before the Eastern Conference in Atlantic City.

Miller told the delegates that "these techniques are not confined to Washington or New York. They are happening in places like Dallas, too."

He said an international representative of the Street Car and Bus Operators Amalgamated Union, now in its fourth month of a strike against Continental Bus Lines, recently found a "bug," or hidden microphone, in the Dallas hotel room in which he has been staying for many weeks.

"It was in his mattress on his bed," Miller said. "Evidently, lying on the bed, he must have felt something that he thought was a lump in the mattress, but when he started exploring around, he found a small tap that was battery-powered."

Use of hidden electronic devices by some employers is a modern-day extension of the "Pinkerton days" of hired spies and informers.

Denounces 'Hypocrites'

Labor Is Floundering, Priest Says

In a stirring speech at the recent national convention of the Metal Lathers Union in Long Beach, Calif., a Catholic priest threw a hard slap at the "hypocrites" who are attacking labor today.

Father J. L. Donahue, C.S.V., chaplain of the Chicago Building Trades Council and a member of the Metal Lathers Union, also charged that the labor movement is "floundering about" under its present leadership. AFL-CIO President George Meany, he said, has "lost his spirit of trade unionism and is wandering up the alley of no-return."

Charging that members of the AFL-CIO Executive Council "have surrendered their individuality and have become yes-men," he asserts that Jimmy Hoffa is "imbued with the true spirit of unionism."

Here in full is the text of Father Donahue's speech:

YOU know I am happy to attend and be a part of your convention. It is old home coming week for me, as I am a member of your family and as such, I am sincerely interested in you. The organized labor movement is very close to my heart, for I come from a family of working people and at an early age, I assisted in being a bread winner, and thus learned from the school of hard work that there is no American Institution that has done as much to better the lives of the working people of America as organized labor. To me, true unionism is the uniting with my fellow worker and doing what I can to aid him in his problems of economic life. Our President Emeritus Bill McSorley has by his good example showed us that the organized labor movement has for its primary purpose service and assistance to better the lives of the workers who alone cannot help themselves. The world is a better place for you and for me, and hundreds of others, because Bill McSorley was ready and willing to use his God-given talents in serving the American workers and thus aiding them to obtain some security of employment and an assurance of human treatment. Yes, true unionism is the giving of oneself to aid the worker in obtaining job security, a just wage, safety and sanitary work conditions, and other benefits too numerous to mention. It is not the seeking of honors, or position, or large salaries; these things are incidental. But it is a sad fact that there are some in the organized labor movement who do not respect this principle and some who do not know it.

For the past 12 months you have read and you have heard many things about a Jimmy Hoffa. Let them say what they want about him, but no one can say he is not imbued with this

true spirit of unionism. He travels the length and the breadth of this land, he knows his members, he has his fingers on the pulse of his industry, and no one gives more of himself in serving his membership and generally bettering their way of life. He is aggressive and he is militant. I would there were more with his qualities in the labor movement, for such alertness would stay us well in the cold battle being waged against organized labor. Personally, if I were to get into a war, I would feel more secure in having a few Jimmy Hoffas on my side, than some of the so-called Brain Trust of the organized labor movement.

Down through the ages the hypocrites have always made their voices heard in the affairs of the world. As Jesus Christ walked the earth, hypocrites scolded and censored Him, because He extended a helping hand to

'Clear It With George'

The role of George Meany in the anti-Teamster attacks of the past year was brought into focus last month.

The Washington Star reported that Godfrey P. Schmidt, in a letter written last December 16 to Meany, stated flatly: "Nor, indeed, shall I consent to any settlement without getting your full approval."

The letter was written at about the time Schmidt was working on the suit brought by the so-called "13 rank-and-filers" to invalidate the results of the last convention.

The Star reported that Schmidt acknowledged the letter to Meany.

Mary Magdalene, a common prostitute, a woman of the streets, but, in spite of the hypocrites, she became a Saint of the Church, and today we honor her upon our holy altars. Hypocrites brought the woman taken in adultery to Jesus Christ that they might stone her to death, but Christ, while writing something in the dust, (and I wish I knew what He wrote) said, "Let him who is without sin cast the first stone." But the accusers slowly drifted away, until there was no one left to point a finger. I wonder what would happen if He again chose to walk the earth and approached those in high places who are pointing the finger at leaders in organized labor. Would the accusers stand up and defy their God?

What would the chairman of the Senate Rackets Committee say if Christ asked him? "Are not many of your people living in filthy, squalid quarters, and eking out a subsistence wage as share croppers, while the labor leaders and organizations you persecute, do something good for their people, and you do nothing for My children? Are not many of your people who are American citizens denied their right to vote and thus treated unjustly, while you accuse labor organizations of undemocratic elections? Do you feel yourself superior to a man because he is of a different color, while the labor leaders and organizations are doing something for all people regardless of color or nationality?"

What would the Holier-Than-Thou Counsel of the Committee say if Christ asked him? "Why do you with your corrupt witnesses and double meaning questions seek to destroy the character of my children, without giving them a chance to defend themselves? Do you not know it is a sin to defame?"

How would the newspaper editors act, who through half truths, deceit, deliberate lies and disregarding conscience, corrupt public opinion into error, prejudice, misunderstanding and even hatred towards the American working people, their labor organizations and their labor leaders. What would they say if Christ returned and asked them, "Do you not know the

State of Labor

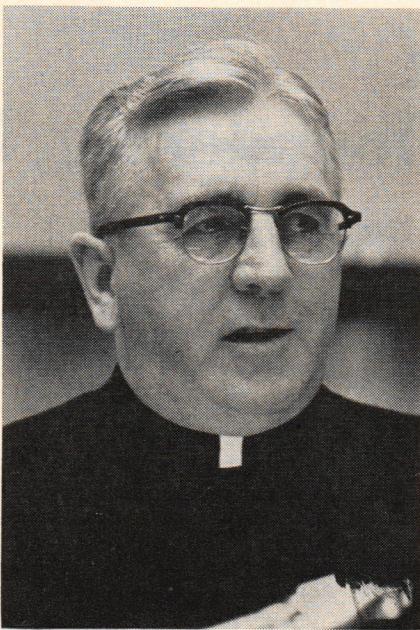
eighth Commandment applies to you as well as to others?"

It would be interesting, would it not?

Yes, these hypocrites are having a great day, as they seek to destroy the workers' organizations at a time when according to the records of the Internal Revenue Department, businessmen have stolen \$279,000,000 in withholding tax from the U. S. Government; and in the State of Illinois alone, the Retail Merchants have stolen \$24.5 million in state sales tax. It is the old case of the pickpocket hollering "Catch the thief," as he seeks to distract the law from himself.

We know that all the noise being raised against Dave Beck, Jimmy Hoffa, the Teamsters and others is not intended so much to hurt them, as it is to weaken the organized labor movement, by moulding public opinion to demand restrictive legislation to shackle the little people who through their labor organizations are getting more out of life. My church is 2,000 years old and whenever nations or individuals have sought to destroy it, they first destroyed her Bishops, Priests and Sisters, or marred their character. Thus the people would be without leadership and guidance and would be weakened in their religious beliefs and practices. Here, too, the enemies of organized labor seek to destroy the labor movement, through ruining the character and respect for her leaders, hoping by it to leave the workers without guidance.

It amounts to class warfare. Many people of today believe, as did George Baer of the Philadelphia and Reading Company, who in the coal strike at the turn of the century, made this ridiculous statement, "The interests of the working people will not be safeguarded by the labor agitators, but by Christian men appointed by Almighty God to be the guardian of property." Today the modern George Baers believe that they and they alone have a monopoly on brains, wisdom and wealth—all others are to be cared for by them, who are God's special appointees. They should fall on their knees and thank Almighty God for the opportunity of being able to help their fellow men. When will they understand that there need be no war, for labor needs capital and capital needs labor? The chief weapon being used to arouse this class war is the secular press of these United States. Hiding behind the First Amendment of the U. S. Constitution, our secular press plays



FATHER J. L. DONAHUE

up the violence of strikes, exaggerates the human failings of working people and their leaders. They constantly refer to our leaders as labor racketeers, labor goons, labor bosses, etc., with the only purpose of weakening the workers' organizations through public opinion. The secular press does this with tongue in cheek as it tells the poor unanalytic mind, "we only want to

'Should Find Out Needs'

Leaders of American labor should go back to the grass roots and learn their trade union lessons again, President James R. Hoffa said last month in Pittsburgh.

Addressing Teamster rank-and-filers, Hoffa declared that "members of the AFL-CIO hierarchy are where they are because their members saw fit to place them there. I suggest they return to their home locals—if they have one—and find out the needs of the people."

He said "AFL-CIO leaders have forgotten where they came from. It's fine to wear a tuxedo to a banquet, to be a United Nations representative or be a labor representative of the government abroad—but this is not a birthright.

"The labor representative exists to serve his people. And too many of our bigwigs have forgotten this."

help you," when they fully know the benefits that are the workers, because their strong labor organizations will be taken away when the labor movement is weakened. But shouldn't we expect this type of treatment from the secular press? They speak of freedom, when in reality they are the slaves, body and soul, of Big Business, which through advertising gives them millions of dollars each year, and expects the newspapers to do their bidding. The majority of your secular newspapers are owned by millionaires. Hearst, Knight, Marshall Field, McCormick, Whitney, Patterson, all millionaires interested in keeping and protecting their power and property. There is nothing wrong with being a millionaire. I wish you were all such. They must, however, realize that workers only want to stand on their two feet and be free to seek a decent way of life. Workers do not want a paternal charity that can be turned on or off at the employer's whim and wish.

Labor's enemies have hit them from all sides with right-to-work laws, National Labor Relations Board decisions, bad press, Senate Investigation Committees, and have even crept in to divide labor's house, when it duped and persuaded its leaders to expel the Teamsters from the AFL-CIO. The expulsion has lead thinking people to suspect the wisdom, the prudence, and the intelligence of labor's leadership at the top level. It has been labor's task to seek justice for those who could not help themselves, but with the expulsion of the Teamsters, a great injustice was perpetrated on the rank and file of that International, when the millions of dollars of equity they had in the AFL was wiped out, because they refused to permit outsiders to interfere with their right to local autonomy, and I thanked God that our International voted against it. It is now apparent that too little thought and too little farsight was given to the great merger of 1955. Problems that wise heads wanted spelled out in black and white were left untouched. Powerful influential voices on the Executive Council were silent and content to accept the word of one man, "that time would take care of these problems." These men who should have known better said, "Let us wait and see." Today we see, and what tomorrow may bring, we fear. Under Gompers, each International was autonomous. Now there is constant interference with International policies,

such as the statement of two weeks ago that Internationals must not make pacts with the Teamsters, even if it means self-preservation for your International organization. Jurisdictional problems are now referred to as misunderstandings, and some voices even say that the jurisdiction granted under your original charters may no longer be effective, that they were wiped out with the merger of 1955. Some say the Building Trades Department set up in 1908 to settle jurisdictional disputes, lost its identity, since there are no jurisdictions, just misunderstandings. It is apparent that the apprenticeship system is threatened with an early death by reason of the Brown-Olds decision of the NLRB. For instance a farmer, when his season is over, may come into a job and demand work, and secure work even though he is not a union member; or a factory hand when his machine is closed down, may work in that factory as a painter, etc.

Discouraged by the loss of jurisdiction and aroused by the ineffectiveness of machinery set up to protect their jurisdiction, many of the old trade unionists have lost faith in the present leadership of the AFL-CIO and its Executive Council, which they refer to as being outstanding, by reason of its dynamic passivity, since its members have surrendered their individuality and have become yes-men. To hold together and to lead the many organizations which form the AFL-CIO, with their different trade interests, industrial experiences, methods of procedure and attitudes of mind, calls for shrewd and flexible leadership. Our labor movement is floundering about; it is divided, confused and confounded at a time when it should be strong, aggressive and militant. Conditions are now coming to the point where many loyal trade unionists believe the American Trade Union Movement will be best served by the president with his resignation, who has, they say, lost his spirit of trade unionism and is wandering up the alley of no-return.

We, in this International Union of Wood, Wire and Metal Lathers, need not fear whether the AFL-CIO continues or not. We have able, intelligent, wise and willing leadership. The path is open for greater growth, but each one of us must take our union principles seriously and live them day in and day out, and appeal to the conscience and support of our fellow citizens in this, our just cause.

Financial Report

Central Conference of Teamsters

These reports were prepared and submitted to the Sixth Annual Meeting of the Central Conference of Teamsters, on September 23 in Chicago. They are printed here for the information of the members.

STATEMENT OF FINANCIAL POSITION

INCOME:

Contributions received:

International Brotherhood of Teamsters.....	\$132,756.85
State Conferences, Joint Councils, and Locals	148,624.53
Miscellaneous	<hr/>
	150.20
Total Income	<hr/> 281,531.58

EXPENSES:

Salaries:

Clerical and office	\$ 6,871.00
Research and Statistical	6,760.00
Organizing	19,990.00
<hr/>	\$ 33,621.00
Travel	12,995.13
Organizing Expense	18,887.43
Legal fees	6,280.45
Contributions	3,800.00
Conference expense	3,010.63
Staff expense	6,053.00
Auditing Fees	1,619.27
Depreciation	359.88
Flowers and miscellaneous	130.53
Insurance	417.18
Labor Health Institute and Unity Welfare dues	1,832.80
Office rent	1,500.00
Postage	400.20
Printing and office supplies	920.28
Research and statistics	158.00
Payroll taxes	1,425.17
Telephone and telegraph	4,361.52
<hr/>	
Total expenses	97,772.47

Excess of Income over Expense.....

\$183,759.11

Financial statement by Central Conference Accountants—Prior to Auditing. Full-year statement will be audited at end of next fiscal year of February 28, 1959

STATEMENT OF FINANCIAL POSITION

INCOME:

(Year Ending February 28, 1958)

Contributions received:

International Brotherhood of Teamsters.....	\$ 92,897.00
State Conferences, Joint Councils, and Locals	91,781.76
Miscellaneous	<hr/>
	35.44
Total Income	<hr/> 184,714.20

EXPENSES:

Salaries:

Clerical and office	\$ 5,062.00
Research and statistical	12,346.80
Organizing	39,879.97
<hr/>	57,288.77
Travel	81,638.27
Organizing expense	33,049.22
Legal fees	14,382.99
Contributions	750.00
Conference expense	3,362.90
Staff expense	9,902.40
Public relations	3,450.00
Auditing Fees	1,427.77
Depreciation	610.43
Flowers and miscellaneous	411.85
Insurance	596.09
Labor Health Institute and Unity Welfare dues	3,227.50
Office rent	3,000.00
Personal property tax	13.78
Postage	804.20
Printing and office supplies	2,752.65
Research and statistics	1,313.14
Payroll taxes	1,564.38
Strike assistance	870.00
Telephone and telegraph	9,541.31
<hr/>	
Total expenses	229,957.65

Excess of Expense over Income.....

\$(45,243.45)

Certified by Gillies-Dwyer & Huber, Certified Public Accountants, St. Louis, Missouri.



Air Freight transportation has grown in leaps and bounds during the past five years. Initially employed for emergency air lifts of badly needed medical supplies to flood and other disaster areas, today (shown above) shippers use air freight for the transport of commodities ranging from bulldozers to live stock.

Big Air Freight Drive Planned

The IBT is planning a broad look at the Air Freight industry, according to a recent announcement by James R. Hoffa, general president of the Union.

Pointing out that while satisfactory inroads have been made in organizational efforts in this jurisdiction in many sections of the country, the general president voiced the opinion that direct organization of the craft will be stepped up next year.

Immediate plans include a request from the International's Chief Executive for complete information from local unions throughout the nation concerning present or potential organization in this industry.

"The International Union will schedule a meeting early next spring for the purpose of drawing up uniform demands covering Air Freight jurisdiction," Hoffa revealed.

Industry Growing

The general president said that Teamster interest in the industry has

been sparked by the fact that air freight is now well out of its infancy and is rapidly being recognized by

shippers as one of America's leading mediums of transportation.

"Just a few short years ago," Hoffa noted, "air freight was primarily used for 'emergency' shipments of blood plasma, medical vaccines and other pharmaceutical products to disaster areas. Today, however, air freight has moved into the transportation field as a near-equal with most common carriers. Live stock, heavy constructional equipment, and general freight lead a long list of every day and not so every day commodities that have become airborne."

"Organization," he said, "must keep pace with this ever-expanding and changing jurisdiction. It is not unlikely that in a few years it will become necessary to form a national trade division for this craft since problems confronting workers are somewhat different in this industry than in ones encountered in other modes of transportation. The areas of risk and special equipment are ones to be explored during our planned spring sessions, to mention two."

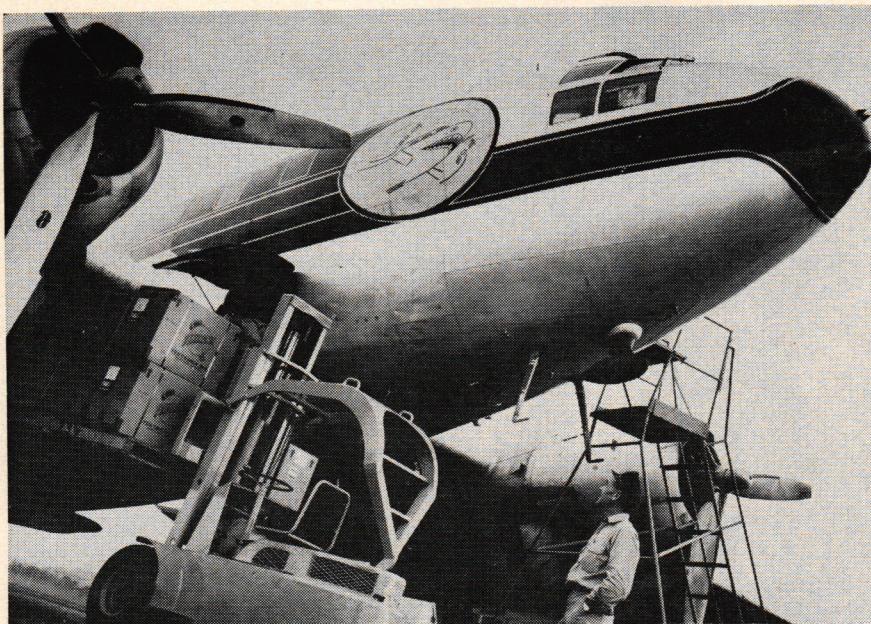
New Contract

One of the most recent settlements of an IBT Air Freight contract has been announced by officials of Local 295 of the Bronx, N. Y.

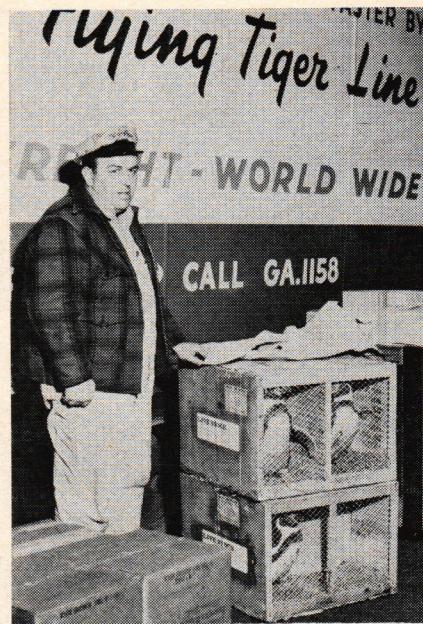
Provisions in the new labor agreement approach a 30-cents per hour package increase, bringing substantial improvements in the areas of wages, sick leave, and health and welfare.

The "airborne" contract was won at the bargaining table without resorting to economic action.

Both President Hoffa and Vice President O'Rourke were lauded by Local 295 spokesmen for what they termed "valuable assistance" during the period of negotiations.



Above: Early next spring President Hoffa plans to schedule a special national meeting for the purpose of discussing uniform contract demands for Teamster members employed in the growing air freight industry. Improved wage structures and fringe benefits are expected to be mapped for Teamsters like those pictured above in Portland, Oregon.



Above right: Hardly anything is turned down for shipment by America's air transportation companies these days. Only hours away from any point in the world, passengers like the giant penguins, guarded above by a member of Teamster Local 162, present no problem to air freight firms. Birds shown in photo above are headed for Eastern zoo.

Hoffa Asks Joint Councils To Conduct Airport Survey

President Hoffa has undertaken a survey of Teamster strength at 22 major airports in the U. S.

In a letter sent to 22 Joint Councils, the General President enclosed a questionnaire asking for information (1) to find out whether certain types of employees working in and around these airports are organized by Teamster locals; and (2) to determine how effective the Teamsters organization would be if it was called upon to support a strike at one of the airports.

The airports under survey are:

EAST—Boston, New York, Philadelphia, Pittsburgh.

CENTRAL—Chicago, Kansas City, Minneapolis, St. Louis, and Wichita.

SOUTH—Dallas, El Paso, Fort Worth, Houston, Miami, Oklahoma City, San Antonio, and Tulsa.

WEST—Albuquerque, Denver, Los Angeles, San Francisco, and Seattle.

The questionnaire seeks to learn whether various classifications of airport employees are organized by Teamsters, by other unions, or remain unorganized.

The classifications cited in the questionnaire are:

- Airport taxi.
- Airport limousine.
- Airport bus.
- Baggage handlers (skycaps).

Baggage handlers to and from planes.
Catering truck drivers.
Commissary employees.
Fuel truck drivers.
Plane refuelers.
Cleaners and washers.
Air freight handlers or truckers.
Porters, janitors, matrons.
Other employees (excluding flight personnel, agents and clerks, and mechanics.)

The questionnaire also seeks to learn whether existing Teamster agreements grant employees the right to respect picket lines, or include a hot cargo clause.

President Hoffa recently announced that striking Machinists at Capital Airlines had received full Teamster support and that similar support would be extended if the Machinists' strike spread to other airlines.

The IBT has aided the Flight Engineers' union in earlier strikes and has had a mutual assistance pact with that International Union for the past few years.

The Research Department of the International Brotherhood of Teamsters will compile the results of the survey as an aid in formulating organizing plans in the air freight industry, President Hoffa stated.

Teamster Leader Attacks Faubus

Odell Smith, Arkansas Teamster leader, has attacked Gov. Orval Faubus for his butchery of public education in Little Rock. Prior to the recent so-called referendum in Little Rock on substitution of "private" schools for the public school system, he said that Faubus and his supporters "have been misled by enemies of free public education."

Smith also said: "There are those who have always opposed free public education because it puts knowledge in the hands of the working people. These enemies have found a perfect weapon in the race issue."

Californian Retires

Wendel J. Kiser, secretary-treasurer of Local 386 in Modesto, Calif., has retired after over 30 years in the Teamster movement.

Kiser, who during his long career as a Teamster official, held many high offices in the Stanislaus County Central Labor Council, played a major role in organizational efforts during the early 30's.

Following his recent retirement Teamster and AFL-CIO representatives sponsored a surprise testimonial dinner in Kiser's honor attended by state, county and city officials, educators and newsmen.

State of the Union



In the nation's capital for a "Washington semester" to study government and politics, 30 college students from all over the country came to Teamster headquarters last month and threw their questions at President Hoffa, Secretary-Treasurer English and other International officers. Story below relates the straight answers they got.

Collegians Hear Hoffa

Students Get Straight Answers

YOUTH got a lot of straight answers about the International Union from President Hoffa this month when he spoke informally to 30 students from Washington's American University who attend some 100 colleges throughout the country and are in the Capital for a 16-week study of government and politics.

In a three-hour question and answer period, the General President covered subjects ranging from the McClellan Committee to future plans of the 1,600,000-member organization.

One of the top questions asked by the university students was whether or not the IBT could or would tie up the nation's transportation system in a general strike.

Hoffa answered the question in this way:

"It is a practical impossibility for this International Union to do this—and let me tell you why.

"For instance," he pointed up, "our labor agreements do not expire simultaneously. A national action of this sort would put us in the position of

breeching the very contracts we negotiate.

"Then, too, for reasons of self-interest, if for no other, we could not move in that direction and retain a strong position at the bargaining table. The only way to win a strike is to shut one group down and let potential competitors operate. It would be foolish for us to operate in any other way.

"We do not, for example, sign a highway or city transfer agreement in mid-summer, we settle this contract in February. We do not conclude a sand and gravel contract in February, we close this agreement in July. The moral question, of course, is obvious. We are deeply aware of our responsibility to the general public and would not be a party to injuring transportation services on such a broad scale."

On politics, Hoffa, made it quite clear that organized labor, in his opinion, gained little for what help it gave to most candidates.

"The union backs certain candidates, does it not?" a student asked.

The President's answer was direct: "Yes, we do, at the local union level.

The membership does—after a study of the issues and candidates. This does not occur in all of our local unions, but I think that in most it does. My personal position is that any political endorsement represents a choice between two evils. I say this because I know of no legislation supported or proposed by political figures, liberal or otherwise, that has truly benefited organized labor. For the most part we endorse expecting to be hurt a little, but not to be killed outright."

On so-called right-to-work measures, Hoffa told the university students that "most employers appreciate the fact that 'Wreck' measures force the workers into an open fight with the boss, creating a class struggle. They do not want this kind of situation, and neither do we."

"We have heard a great deal about your union organizing the 'white collar' worker, Mr. Hoffa," a student from a mid-west college said, and, "Can you tell us something about that?"

"I can tell you that white collar workers are joining this International

State of the Union

Union by the hundreds," Hoffa answered. "And I can proudly say that when they have become members of our organization, they have turned out to be some of the most militant people in the Union."

Several students asked this question: "To whom do union dues belong?"

"All dues," Hoffa replied, "belong to the membership. It has always been my policy and belief that members of the union are entitled to regular reports concerning the financial condition of their organization and should vote authority concerning major expenditures."

The entire student group wanted to know if the General President expected to be reelected at the Union's next convention.

On this Hoffa said: "Yes, I do. I say this because I intend to stand on my record as a trade unionist. The things I have done for our organization are a matter of record. It is on this record, I believe, that I will be judged by convention delegates."

"What about a public relations campaign to level off some of the charges made against your union by the McClellan Committee?" a pretty co-ed queried. "Do you plan one?"

The President declared that "we have a News Bureau and a Public Relations Department which is telling the membership the truth about the smear technique being used against our union



College students, attending American University for one semester on leave from their own schools, lean forward intently as President Hoffa gives the reasons behind the vicious attacks which have been directed against the Teamsters.

by those who seek to destroy us. Our plans along the lines you mentioned are to continue to bring the facts to our membership regarding actions taken at every level of this International Union."

Membership Service

Hoffa told the attentive group that his immediate itinerary includes a visit by himself and Vice President Gibbons to local unions all over the nation.

"Personal contact," he declared, "is

the key to service. Giving the membership service is the only reason we are in business."

Answering a question about who determines the policy of the Union, the General President stated: "Our policy comes from the grass roots. Recommendations from the Conference level in annual session are submitted to the General Executive Board for study and decision. In this way it is possible for the Board and myself to feel the pulse of the membership and to be guided accordingly."

Concerning trusteeships, Hoffa said he does not believe in them.

"I have removed a great many local unions from trusteeship since I took office, and if it were not for the interference of the Board of Monitors I can say to you that there would not be one single local in trusteeship today."

A question on legislation regulating unions drew this answer from the Teamster head.

Human Relations

"I am vigorously opposed to any legislation which is designed to regulate unions," he asserted. "I have always held this position because such legislation would severely injure collective bargaining—and collective bargaining is human relations. Certainly, no form of government should enact legislation that would license infringement upon human relations. While it is true that the United States Constitution does not specifically describe human relations as one of our inalienable rights, I believe that the intent of that document is to preserve them."



"Responsibilities to the general public would prevent us from any action detrimental to the transportation industry," President Hoffa told the students. He also said he was opposed to legislation which would regulate unions.

State of the Union

Boston Teamsters Aid Cerebral Palsy Telethon

Nate Hurwitz (right), secretary-treasurer of Teamsters Local 168 in Boston, tells two young cerebral palsy victims that a Boston Telethon raised more than \$100,000 for the Cerebral Palsy Fund.

Hurwitz was chairman of the committee of Teamsters Joint Council 10, which furnished around-the-clock chauffeurs and cars for transportation of talent and cerebral palsy victims for the telethon, as well as picking up pledges by car.

Nicholas P. Morrissey, director of Joint Council 10, served as coordinator of the transportation committee. Helping in the job were Patrick Coughlin, William McCarthy, William Mini, Frank Donovan, Frank Smedile, John Devlin, Joseph Hope, Frank Tighe, Michael Norton, Thomas Healy, John Garvey, Harry Kreigsmann, George Day and Jerry McCarthy.

The two youngsters in the picture are Mike (on crutches) and Pat Sheehan, five-year-old twins who are the sons of Mr. and Mrs. John Sheehan, Wellesley Hills, Mass.



New Benefits Under Social Security

Seventy-five million Americans are covered by the Social Security Act. Last month the Eighty-fifth Congress passed a number of amendments to the act, affecting both the benefits and the taxes paid under the law. Here is a summary of the major provisions of the amendments.

BENEFITS—Next February when

they receive their monthly checks, 12,000,000 beneficiaries (9,600,000 retired wage earners, the rest widows, wives, dependents) will find their payments increased by an average of 7 per cent. The adjustments will be automatic; it will not be necessary to file new applications. For example, an old-age or disability benefit of \$100 a

month will be increased to \$107; one of \$105 will go to \$112. The present maximum of \$108.50 will rise to \$116, and payments to dependents will be adjusted correspondingly. In the future the top primary benefit for a retiring worker will eventually be \$127. The maximum family payment will be \$254.

HIGHER TAXES—The payroll taxes of the 75,000,000 employers and employees covered will go up by one-fourth of a percentage point next Jan. 1. The new rate will be 2½ per cent. In 1960 the tax will rise to 3 per cent, climbing one-half of 1 per cent every three years until it reaches 4½ per cent in 1969. The higher tax will apply to the first \$4,800 of wages instead of \$4,200 at present. The maximum tax deduction for an employee earning \$4,200 or more this year is \$94.50. Next year the maximum deduction for an employee earning \$4,800 will be \$120. Next year the self-employed will pay a tax of 3¾ per cent.

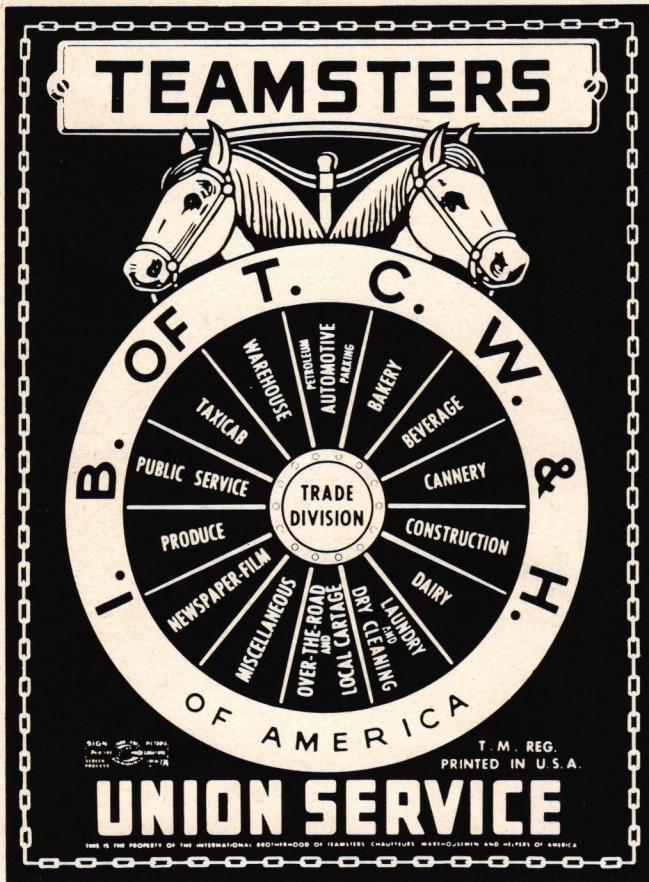
BENEFITS ADDED FOR DEPENDENTS OF DISABLED—Beginning this month the wife and dependent children of a retired worker on disability become eligible for benefits. Previously they could qualify only after the pensioner reached 65. A pensioner receiving disability benefits should immediately get in touch with his Social Security District Office about having his dependents apply.

Organizing Report For East



President Hoffa, praising Eastern Conference for its organizing gains over past two years, initials report submitted by Conference Chairman Thomas E. Flynn (second from left). At left is Harold J. Gibbons, Executive Assistant to the General President. At right is Conference organizer John Cleveland.

State of the Union



NEW SHOP CARD

NEW ELIGIBILITY REQUIREMENTS FOR DISABILITY—It will no longer be necessary for a disabled worker to meet the double test of five years of wage credits out of the last 10 years before the onset of disability and also one and a half years out of the last three years. He will have to meet only the first half of the test to qualify for disability benefits if he is over age 50 or for a disability "freeze" if he is under age 50. The new provision is of particular importance to anyone who, under the old law, failed to qualify on account of a progressive illness that kept him unemployed for long stretches before his impairment developed into a total disability.

TIME LIMITS EXTENDING FOR DISABLED—Workers with long-standing disabilities have until June 30, 1961, to apply to have their wage records frozen as of the time disability began. The previous time limit was June 30, 1958. Claims filed after the deadline will be retroactive for no more than a year. Disabled workers under age 50, even though not yet eligible for benefits, should nevertheless apply to have their wage records frozen if they have not already done

so. Old-age beneficiaries who were disabled when they retired at age 65, and have not yet had their disability recognized, may still apply to have their benefits increased because of it.

DISABILITY BENEFITS AND WORKMEN'S COMPENSATION—Workmen's compensation, benefits and other Federal (except veterans') benefits, will no longer be deducted from Social Security disability benefits. Persons previously awarded reduced Social Security benefits, as well as those whose benefits were completely offset, will receive full benefits, starting August, 1958, without making further

Worth Fortune

A leading economist has pointed out that you'd need a fortune of more than \$100,000, invested at 3 per cent tax-free interest, to duplicate the \$254.10 which is the maximum amount a family can get under the new Social Security law.

You'd need an estate of around \$76,000 to yield, on the same terms, the \$190.50 maximum a retired worker and his wife, both 65 or more, will be able to collect under the new law.

New Teamster Shop Card

The International Brotherhood of Teamsters has adopted a new "Union Service" shop card (see cut), copies of which may be purchased from the General Secretary-Treasurer's office.

The new shop card replaces one in use since 1941.

Shop cards can be secured in three sizes: 3"x4", 6"x8" and 9"x12", and will withstand all adverse weather conditions.

Local unions have already received a 30"x40" placard of the shop card for use in union offices or meeting halls.



OLD SHOP CARD

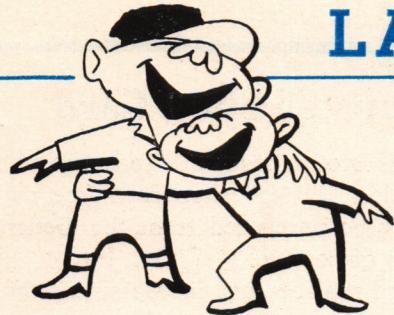
application.

DISABILITY BENEFITS MADE RETROACTIVE—A worker who becomes disabled, but does not apply until some time after he has met the requirements for payment, will now be able to get a benefit award retroactive as much as a year. Previously, a benefit could not begin before the month in which application was actually filed. Anyone who applied since the beginning of 1958 need not file a new application; if back payments are due they will be made automatically.

RETIREMENT TEST LIBERALIZED—Heretofore, a beneficiary who earned more than \$1,200 in a year lost a month's benefit for every \$80 or fraction in excess of \$1,200. Regardless of his total earnings, however, he still received a check for any month in which he earned not more than \$80. Starting with 1959, this second \$80 test is changed to \$100.

BENEFITS ADDED FOR SURVIVING PARENTS—The surviving dependent parent of a deceased worker or pensioner will be eligible for benefits in all cases. Heretofore, he was qualified only if there was no surviving widow or dependent child.

LAUGH LOAD



Finesse

Some people have made an art of being slow to pick up the check. You've really got to hand it to them.



Sidetracked

Switchman: "I broke my engagement to Sally."

Friend: "Why?"

Switchman: "Because she wanted to get married."



That's All

Personnel Director: "What previous experience have you had and what work have you done?"

Pretty Job Candidate: "I was a secretary. All I had to do was to look like a girl, think like a man, act like a lady and work like a dog."



Fast and Furious

"I thought you said this bathing suit was in fast colors," said the angry customer. "Why every stripe in it has come off on me."

"Ah, but wait," said the salesman suavely, "wait until you try to get them off you—then you'll see."



Forever Young

If you want a youthful figure,
Take advice from this old sage,
You don't have to diet or exercise,
Just ask a woman her age.



Get the Point

"John, I found this letter in your coat pocket this morning. I gave it to you a month ago to mail."

"Yes, dear, I remember. I took that coat off for you to sew a button on and I'm still waiting!"



Small Hitch

"I'm in love with a wonderful young man and he's in love with me," the attractive woman explained to her psychiatrist. "Both of our parents are agreeable to the marriage and we feel certain we'll be happy together."

"Well, I'm afraid I don't quite see what your problem is," replied the psychiatrist. "What seems to be wrong?"

"Oh, doctor," sighed the woman. "I just don't know what to tell my husband!"



Courtesy

"How did you happen to hit the pedestrian?" the policeman asked.

"I didn't hit him," was the reply. "I came to the stop sign. I stopped. I motioned for him to go across the street, and he fainted."



Corny But Cute

Sign in front of an auto repair shop: "May we have the next dents?"



New Package

Grocer showing a new kind of cereal to a mother: "Youngsters just love it. It has premiums and you send in the box top if you want the cereal."



No Nighties

A small girl was taken to church for the first time. When everyone knelt down, she whispered: "What are they going to do?"

"They are going to say their prayers," whispered back her mother.

The child looked up in amazement; then, in a loud voice, she exclaimed:

"What, with all their clothes on?"



Wrong Sign

Smith: "Your wife used to be so nervous. Now she seems quite cured."

Brown: "Yes, and it was so easy. The doctor told her it was a sign of age."



Second Thoughts

"I haven't seen you at church lately," a minister remarked to one of his parishioners one day. "I hope you're not slipping from the fold."

"Well, not exactly," replied the man. "But my daughter's learning to play the harp and well—to tell the truth, I'm not so particular about going to Heaven as I used to be."



Distant Enchantment

We sometimes doubt the goodness
Of that everlasting bore
Whose love embraces mankind
But skips the guy next door.



Missed Connection

The Prof: "When I get close to nature it makes me feel like a little grub."

The other: "A little? It makes me feel like a lot. I eat like a horse when I'm in the country."

Time Marches On

The woman was filling out a blank form in order to open a checking account. When she came to the space labeled "age," she hesitated.

The clerk waited patiently, then leaned over and whispered, "The longer you wait, the worse it gets."



Good Timing

By the time this country runs out of gasoline, there will be so many cars they can't move anyhow.



Athletic

"My husband plays tennis, swims and goes in for physical exercises. Does your husband take any regular exercise?"

"Well, last week he went out seven nights running."



Definition

Veep Alben Barkley's definition of an economist: "He is a financier without any money who wears a Phi Beta Kappa key on one end of a watch chain and no watch on the other."



Silly Man

She made a right-hand turn from the left lane and promptly collided with another car. The driver got out and accosted her.

"Lady, why didn't you signal?"

"Mister," she came back at him brightly, "I always turn here."



First Things First

A ninth-grader "floored" telephone folks recently with this portion of an essay entered in a contest. The youngster wrote: "The telephone is very necessary in cases of emergency. For example, if your house is on fire, you can use the telephone to call the insurance company."



Safe at Home

An aged couple was listening to a broadcast church service. Both sat in deep contemplation. Half an hour went by. Then suddenly the old man burst into a fit of laughter.

"Sandy!" exclaimed his wife in horrified tones: "why this merriment on the Sabbath?"

"Ah," said Sandy, "the parson's just announced the collection, and here I'm safe at home."



Bride-to-be to friend: "It was Christmas before I realized that Tom was getting serious. He give me an electric blanket with dual controls."

FIFTY YEARS AGO

in Our Magazine

(From Teamsters' Magazine, November, 1908)

Constructive Criticism

AN INTERESTING parallel between churches and labor unions was drawn by George Hodges, D.D., Dean of the Episcopal Theological School, Cambridge, in the November issue.

"Shall the fair critic of the churches," Dean Hodges asked, "draw his conclusions from the saints or from the sinners, from the conservative communions or from the eccentric sects?"

The Dean noted, in continuing his parallel, that labor unions have "a certain roughness of manner" which prejudices some against all unions.

But the Dean says that to oppose it without discrimination as a common enemy is to emphasize all that is worst in it. What is needed, he says, is criticism of the union when it lapses into error, and opposition when it is in the wrong, with fair cooperation, on a basis of sympathetic understanding.

The Dean listed some of the areas of potential violence where labor unions could well afford to use great discretion so as not to alienate the general public against their just and good causes.

"The tyranny of the union cannot be endured. The American citizen will not submit to it. The union is mighty, but popular sentiment is mightier, and is sure to assert itself," Dean Hodges warned.

But, on the other hand, the Dean was quick to point out that an honest law abiding union has a just cause and that

its basic tenets are in conformity with right reason.

"The union cause is righteous. The union stands for the progress of the plain man. Its work is personality. It has done much and will do more to make the multitude happier and better. To criticize it apart from a recognition of this purpose is to embitter the situation," the Dean concluded.

The Reasonable Approach

EXAMPLES of maltreatment of workers by employers in the founding days of organized labor and even as late as the 1930's are obvious to any student of labor history. Because of this treatment, workers had to strike back with any means at their disposal. The result was frequently bloodshed and violence and, in most cases both sides were losers in these encounters.

Today, the pattern has changed. The mayhem of twenty, thirty or forty years ago accompanying pitched battles between employers and employees is now the exception rather than the rule. Collective bargaining rites have taken the place of the chain and the club. Labor and management now sit down together and talk over their difficulties and come to amicable decisions through discussion rather than through mortal combat.

An editorial in the November issue of our magazine is an example of the farsightedness of our esteemed president, Daniel Tobin, in regards to the manner in which labor and management should settle their differences of opinion. And his advice was given, it will be remembered, in the days when the mailed fist prevailed over the collective bargaining table.

Says President Tobin: "As the time is drawing near when Local Unions throughout the country will be drafting new agreements for the purpose of presenting the same to their employers, it would be well to remember at this time that unreasonable demands are absolutely useless, and will only tend to embitter the employers.

"In drafting wage scales, members of our organization should be conservative;

taking into consideration the condition of business in the several districts in which they are situated, and unless the profit of the employers warrant an increase in wages or a reduction in hours, no unreasonable advance should be forced upon the employers."

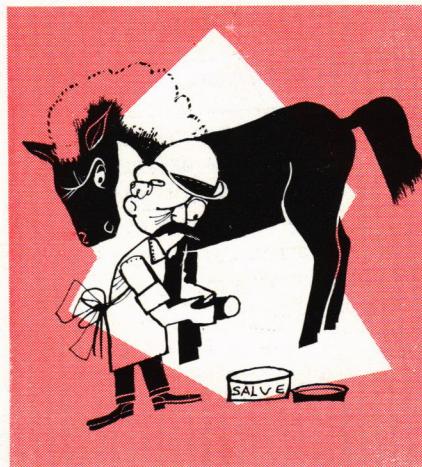
Dobbin and the Diesel

INSTEAD of valve jobs, power steering, diesel oil, and spark plugs, these were some of the items that concerned our members 50 years ago in their efforts to keep 'ole dobbin on the move and the dray in good working order. All items listed below appear exactly as they were advertised in our November, 1908, issue of THE TEAMSTER:

"Horsalene Salve"—"An absolute cure for cuts, scratches and all wounds on horses and domestic animals." The ad noted that a 25-cent trial jar would be sent free to any applicant on receipt of 10 cents in stamps.

"Ventiplex Fabric"—"Insist on getting the only real sweat conductor. The only fabric especially made for sweat collars, gig and express housings."

"Hollingshead's Castile Cream Harness Soap Dressing"—"Is a combination of Castle Soap, Neatsfoot Oil and other leather preserving ingredients. Oils soften and preserve all articles of leather with one application. Makes old harness' look like new. If you get 'Hollingshead's' you get full weight cans."



RB683

WESTERN UNION

R LLA106 LONG PD=RICHMOND VIR 23 1109AM= SEP 25
 JAMES R HOFFA, GENERAL PRESIDENT INTERNATIONAL
 BROTHERHOOD OF TEAMSTERS CHAUFFEURS WAREHOUSEMEN
 AND HELPERS OF AMERICA 25 LOUISIANA AVE NORTHWEST
 WASHDC= SHFT 12-2
 AT THE REGULAR MEETING OF TEAMSTERS JOINT COUNCIL
 NUMBER 83 HELD ON SEPTEMBER 22ND 1958 A RESOLUTION
 WAS UNANIMOUSLY ADOPTED REQUESTING YOU AND THE OTHER
 OFFICERS OF THE INTERNATIONAL UNION TO HOLD A CONVENTION TO USE ALL
 MEANS AT YOUR COMMAND TO HOLD A CONVENTION AS SOON AS POSSIBLE DATE.
 WE BELIEVE THAT THE ADMINISTRATION OF THE AFFAIRS
 OF OUR UNION SHOULD BE RETURNED TO THE DULY
 ELECTED OFFICERS WITHOUT INTERFERENCE FROM ANY
 SOURCE= TREASURER TEAMSTERS JOINT

Teamsters Joint Council

NO. 81 OF NEBRASKA AND WESTERN IOWA

AN AFFILIATE OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS
 CHAUFFEURS, WAREHOUSEMEN AND HELPERS OF AMERICA

Mr. James H. Hoffa, General President
 International Brotherhood of Teamsters
 25 Louisiana Avenue, N.W.
 Washington 1, D.C.

Dear Brother Hoffa:

Joint Council No. 81 has gone on record as being opposed to more interference by outsiders in our internal affairs and full leadership of our International Union to be returned to the Executive Board that we duly elected in our last convention.

For that reason, we ask that you and the Executive Board call an International convention at the earliest possible date so that a new election can be held and as a consequence the Board of Monitors.

We want you to know that we are behind our International Union all of its elected officers 100%.

Fraternally yours,

A. T. Lippes
 A.T. Lippes, Secy-Treas

WESTERN UNION

WA NHA271 PD=NASHVILLE TENN 11 446PM= SEP 12
 JAMES R HOFFA, GEN PRES AND THE INTL EXECUTIVE BOARD=
 INTL BROTHERHOOD OF TEAMSTERS CHAUFFERS
 WAREHOUSEMEN AND HELPERS OF AMERICA 2511
 LOUISIANA ST NORTHWEST WASHDC= *Shft 11-12*
 DEAR SIRS AND BROTHERS TENNESSEE JOINT COUNCIL NUMBER
 87 URGES SINCERELY THAT YOU CALL AN INTERNATIONAL
 CONVENTION AS SOON AS POSSIBLE WE THINK THAT THE AFFAIRS
 OF THE INTERNATIONAL UNION AND ITS AFFILIATED JOINT
 COUNCILS AND LOCAL UNIONS SHOULD BE RUN BY THE DULY
 ELECTED OFFICERS OF THE ORGANIZATION INVOLVED WITHOUT
 OUTSIDE INTERFERENCE WE WISH THAT A SPECIAL CONVENTION
 CALLED IMMEDIATELY FRATERNALLY
 DON VESTAL

TENNESSEE JOINT

New York State Teamsters Joint Council No. 18
 AFFILIATED WITH
 International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America

James R. Hoffa, Gen. Pres.
 International Brotherhood of Teamsters
 25 Louisiana Ave. N. W.
 Washington, D. C.

Dear Sir & Brother:

Teamsters Joint Council No. 18 is on record requesting the International Union to hold a convention at the earliest possible date in 1959. It is the Council's contention that we the Teamsters are very capable to conduct the affairs of the International Union and the affiliated Local Unions without the help of any outsiders.

Fraternally Yours,
see Hart

WESTERN UNION

P TDA159 PD=PHILADELPHIA PENN 15 1035AM= SEP 15
 JAMES R HOFFA GENL PRESIDENT=
 INTERNATIONAL BROTHERHOOD TEAMSTERS 15 LOUISI

AVE NORTHWEST WASHDC=
 AT A REGULAR MONTHLY MEETING THE MEMBERS OF FOOD D
 SALES MEN UNION LOCAL NUMBER 463 VOTED UNANIMOUSLY
 A NEW CONVENTION ON THE EARLIEST POSSIBLE
 ALBERT SABIN SECT TREAS

WESTERN UNION

TELEGRAM (55).

SOCIAL
DL=Day Letter
NL=Night Letter
LT=International Letter Telegram

1220 (81-54)
 58 SEP 8 PM 5 16
 SEP 9 1958

K BUBO80 PD BU KANSAS CITY MO 8 338PM= SEP 8
 JAMES R HOFFA, GEN PRES INTL BROTHERHOOD OF TEAMSTERS= CHAUFFEURS WAREHOUSEMEN & HELPERS OF AMERICA

25 LOUISIANA AVE NORTHWEST WASHDC=

AT A SPECIAL MEETING HELD SEPTEMBER 8, 1958, OF
 PRESIDENTS, SECRETARY-TREASURERS AND FULL TIME
 REPRESENTATIVES OF LOCALS AFFILIATED WITH TEAMSTERS
 JOINT COUNCIL NO 56 A MOTION WAS MADE SECONDED AND
 UNANIMOUSLY ADOPTED TO GIVE FULL SUPPORT TO OUR
 PRESIDENT AND THE GENERAL EXECUTIVE BOARD IN THE

COURSE AND ACTIONS THEY DETERMINE TO BE PROPER
 FULL OPERATION OF OUR INTERNATIONAL UNION TO

PRESIDENT AND EXECUTIVE BOARD ELECTED IN CONVENTION
 IN MIAMI BEACH, FLORIDA IN OCTOBER 1957=

TEAMSTERS JOINT COUNCIL NO 56 EXECUTIVE E

SON L WILLIAMS PRESIDENT FLOYD R HAYES;
 VICE PRES KARL RO

WESTERN UNION

M HME157 PD=MILWAUKEE WIS 15 920AM= SEP 12

INTERNATIONAL BROTHERHOOD OF TEAMSTERS,
 ATTN JAMES R HOFFA= PRESIDENT 25 LOUISIANA AVE
 NORTHWEST WASHDC= *Shft*
 WISCONSIN TEAMSTERS JOINT COUNCIL NUMBER 39
 REPRESENTING TWENTY THREE LOCAL UNIONS WITH
 MEMBERSHIP OF OVER THIRTY FIVE THOUSAND MEN
 THAT YOU IMMEDIATELY CALL A SPECIAL INTERNATIONAL
 CONVENTION ENABLING THE DELEGATES TO SUCH
 CONVENTION TO ACT UPON THE MANY URGENT PROBLEMS CON-

